

Appendix No. 1 to Resolution No. 20/2025. of the Senate of the UAK of the 26th March, 2025
on the adoption of the HRS4R UAK Strategy
– Action Plan for the Implementation of the Principles of the European Charter for Researchers and the Code of
Conduct for the Recruitment of Researchers at the University of Agriculture in Kraków

**Action Plan
for the Implementation of the Principles of the European Charter for Researchers
and the Code of Conduct at the Recruitment of Researchers
at the Hugo Kołłątaj University of Agriculture in Kraków**

**HRS4R UAK Strategy
for the years 2025-2028**



HR EXCELLENCE IN RESEARCH

Krakow 2025

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The HRS4R Strategy of the Hugo Kołłątaj University of Agriculture in Kraków

A Message from the HM Rector of the University of Agriculture in Kraków

Obtaining the HR Excellence in Research Logo in 2023 resulted from a grassroots initiative by the academic community at our University. It required an in-depth diagnosis of strengths and weaknesses, along with the development and adoption of a multi-annual strategy based on the guidelines of the European Commission within the Human Resources Strategy for Researchers. According to the roadmap adopted at that time, an evaluation of the activities implemented two years ago was planned for 2025. The preparation of this material began with a review of legal changes introduced at the EU, national, and university levels, along with a survey directed at the employees of our University.

We are aware that the years 2023–2025 were marked by dynamic political and economic events, which also affected the Community of the University of Agriculture in Krakow. However, thanks to the adopted procedures and the determination of the entire academic community, the University has strengthened its scientific position, confirmed by the obtained scientific categories and decisions of the Polish Accreditation Committee; its staff, through transparent procedures for the recruitment and promotion of employees across all groups R1–R4, starting from doctoral students and ending with titular professors; and its financial structure. Additionally, the University has undergone structural changes; on October 1, 2025, the University Center of Veterinary Medicine was transformed into the Faculty of Veterinary Medicine. Furthermore, the teaching and scientific base for all faculties has been expanded.

In accordance with the assumptions outlined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the prepared document specifies actions aimed at continuously improving the competencies of recruited staff, along with enhancing the skills and research capabilities of scientists and doctoral students conducting research at the University.

Associate Professor Sylwester Tabor, PhD Hab. Eng.

1. General characteristics of the University of Agriculture

Hugo Kollątaj University of Agriculture in Kraków (UAK) is a public academic university, separated in 1953 from the structures of the Jagiellonian University, conducting specialized research and educational activities, covering the agricultural, food, forest, veterinary, and environmental protection and shaping sectors, in all aspects of their functioning, i.e. natural, technical, social and economic (<https://urk.edu.pl/en/university/about-university>). The university develops and disseminates knowledge, creates innovations conducive to achieving food security and climate neutrality, increasing the competitiveness of the economy based on biological materials and processes, enabling it to take up social and civilization challenges (<https://urk.edu.pl/en/university/about-university/mission-of-university>).

1.1 Location of the University of Agriculture

The seat of the University of Agriculture is the city of Krakow, but due to the specificity of the research and didactics it has many locations, which are presented in the table below.

Key

WR-E – Faculty of Agriculture and Economics

WL - Faculty of Forestry

WHiBZ - Faculty of Animal Science

WiŚiG - Faculty of Environmental Engineering and Geodesy

WBiO - Faculty of Biotechnology and Horticulture

WIPiE - Faculty of Production Engineering and Energetics

WTŻ - Faculty of Food Technology

WMW – Faculty of Veterinary Medicine

CTT - Technology Transfer Center

CAWP - Center for Administrative Support for Projects

DS - student residence hall (student dorm)

CKiKU - Center for Culture and Continuing Education

SWF - Physical Education Department

SD - Experimental Station

CBiE - WHiBZ Research and Educational Center in Rząska

Address	Unit/Name
al. Mickiewicza 21, 31-120 Kraków	the so-called "Collegium Godlewskiego" housing the Rector's Office and WR-E, CTT, CAWP
al. Mickiewicza 21 A, 31-120 Kraków	Administration, the so-called „Pojnarówka”
al. Mickiewicza 21 B, 31-120 Kraków	Szklarnia
al. Mickiewicza 21 C, 31-120 Kraków	CTT, the so-called „Dominiczówka”
ul. Czysta 21, 31-121 Kraków	Administration
al. Mickiewicza 24/28, 30-059 Kraków	WHiBZ, WiŚiG, WR-E, Library, the Jubilee Building
al. 29 Listopada 46, 31-425 Kraków	WL, CKiKU, UAK Publishing House, SWF
al. 29 Listopada 48, 31-425 Kraków	SWF (FITNESS)
al. 29 Listopada 48A, 31-425 Kraków	DS. MERKURY – student dormitory
al. 29 Listopada 48B, 31-425 Kraków	DS. CZWÓRKA – student dormitory
al. 29 Listopada 48C, 31-425 Kraków	DS. OAZA – student dormitory
al. 29 Listopada 50, 31-425 Kraków	STARA ARKA
al. 29 Listopada 52, 31-425 Kraków	Foreign Language Department, the so-called „Dworek Janczewskiego”
al. 29 Listopada 54, 31-425 Kraków	Faculty of Biotechnology and Horticulture, the so-called „Collegium Wojtaszka”

al. 29 Listopada 56, 31-425 Kraków	Faculty of Biotechnology and Horticulture – Cold Room
al. 29 Listopada 56A, 31-425 Kraków	Faculty of Biotechnology and Horticulture – Connector Building
al. 29 Listopada 56B, 31-425 Kraków	Faculty of Biotechnology and Horticulture – Green House
al. 29 Listopada 58, 31-425 Kraków	Hala Sportowa (gymnasium)
ul. Klemensiewicza 3, 31-482 Kraków	CKiKU, Archives of the Library "ARKA Academic Club"
ul. Balicka 122, 30-149 Kraków	WTŻ
ul. Balicka 116 Building F, 30-149 Kraków	WIPiE
ul. Balicka 116 A Building F, 30-149 Kraków	WIPiE/ residential building
ul. Balicka 116 B Building A, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building B, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building C, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building E, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building G, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building H, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building I, 30-149 Kraków	WIPiE
ul. Balicka 116 B Building J, 30-149 Kraków	WIPiE
ul. Balicka 120 Building M, 30-149 Kraków	WIPiE
ul. Balicka 120A Building N, 30-149 Kraków	WIPiE
ul. Balicka 120B laboratory building, 30-149 Kraków	WIPiE
ul. Balicka 253, 30-198 Kraków	Administration
ul. Balicka 253A, 30-198 Kraków	WIŚiG
ul. Balicka 253B, 30-198 Kraków	WIŚiG
ul. Balicka 253C, 30-198 Kraków	WIŚiG
ul. Łupaszki 4, 30-198 Kraków	WR-E
ul. Łupaszki 6, 30-198 Kraków	WIPiE
ul. Prof. T. Spiczakowa 4, 30-199 Kraków	Residential building
ul. Prof. T. Spiczakowa 6, 30-199 Kraków	WHiBZ
ul. Podłużna 3, 30-239 Kraków	WR-E
ul. Łobzowska 24, 31-140 Kraków	WR-E
ul. Jabłonowskich 10-12, 31-144 Kraków	DS. BRATNIAK – student dormitory
ul. Urzędnicza 68, 30-074 Kraków	DS. MŁODOŚĆ - student dormitory
ul. Jodłowa 12, 30-251 Kraków	Veterinary Clinic, WHiBZ
ul. Rędzina 1, 30-248 Kraków	Residential building
ul. Rędzina 1 A, 30-248 Kraków	Residential building
ul. Rędzina 1B, 30-248 Kraków	WHiBZ
ul. Rędzina 1C, 30-248 Kraków	UCMW
ul. Rędzina 1D, 30-248 Kraków	UCMW
ul. Rędzina 1E, 30-248 Kraków	UCMW
ul. Rędzina 1F, 30-248 Kraków	UCMW
ul. Rędzina 1G, 30-248 Kraków	UCMW
ul. Rędzina 2, 30-248 Kraków	WHiBZ
ul. Orla 85, 30-244 Kraków	WHiBZ
Prusy, ul. Uniwersytecka 5-7, 32-010 Kocmyrzów	Agricultural Experimental Farm, SD WR-E

Garlica Murowana, ul. Marmurowa 1, 32-087 Zielonki	Residential building
Garlica Murowana, ul. Marmurowa 5, 32-087 Zielonki	Faculty of Biotechnology and Horticulture
Garlica Murowana, ul. Marmurowa 3, 32-087 Zielonki	Agricultural Experimental Station in Prussia
Garlica Murowana, ul. Marmurowa 7, 32-087 Zielonki	Residential building
Bibice, ul. Królewska 92, 32-087 Bibice	Residential building
Rząska, ul. Krakowska 2 i 2A, 30-199 Kraków 48	CBiE WHiBZ
Rząska, ul. Krakowska 2B, 30-199 Kraków 49	UCMW
Rząska, ul. Krakowska 4, 30-199 Kraków 48	CBiE WHiBZ
Rząska, ul. Krakowska 6, 6 A do C, 30-199 Kraków 48	CBiE WHiBZ
Rząska, ul. Krakowska 11, 30-199 Kraków 48	CBiE WHiBZ
Czarna Niżna 30, 33-380 Krynica-Zdrój	SD WR-E
Kopciowa 76/1, Mochnaczka Wyżna, 33-380 Krynica-Zdrój	SD WL
ul. Ludowa 10, 33-380 Krynica-Zdrój	Forest Experimental Station - administration
ul. Ludowa 12, 33-380 Krynica-Zdrój	Dormitory and technical buildings, aggregated
ul. Ludowa 14, 33-380 Krynica-Zdrój	3 buildings with rooms for rent
ul. Reymonta 4, 33-380 Krynica-Zdrój	The building is at the Rector's disposal
ul. Reymonta 6, 33-380 Krynica-Zdrój	LZD Building

1.2 Characteristics of the staff structure - as of June 22, 2022 and December 31, 2024

The greatest asset of the University of Agriculture is its employees, who constantly improve their qualifications.

As of June 30, 2022, the University employed:

In total – 1491 employees, incl.:

1. academic teachers – 733, incl.:
titular professor – 91
PhD, habilitated – 261
PhD – 312
MSc – 69
2. employees not being academic teachers – 719, incl.:
administration – 266
library staff – 27
technical staff – 216
maintenance staff – 210
3. Forest Experimental Station in Krynica-Zdrój – 39.

During the period covered by this study, the data changed

Characteristics of the staff structure – as of December 31, 2024

As of December 31, 2024, the University employed:

In total – 1520 employees, incl.:

1. academic teachers – 750, incl.:
titular professor – 90
PhD, habilitated – 264
PhD – 334
MSc – 62
2. employees not being academic teachers – 770, incl.:
administration – 277
library staff – 25
technical staff – 225
maintenance staff – 206
3. Forest Experimental Station in Krynica-Zdrój – 37.

1.3 Profile of research activity, scientific disciplines, academic qualifications

Research conducted in 12 scientific disciplines, <https://urk.edu.pl/uniwersytet/dyscypliny-naukowe> (in Polish)

1. Biological Sciences
2. Agriculture and Horticulture
3. Forestry
4. Nutrition and Food Technology
5. Civil Engineering and Transport
6. Environmental Engineering, Mining and Energy
7. Mathematics
8. Animal Science and Fisheries
9. Mechanical Engineering
10. Economics and Finance
11. Management and Quality Studies
12. Veterinary Science

Research in these disciplines is conducted within the framework of scientific programs coordinated by the Ministry of Education and Science, as well as the National Science Center and the National Center for Research and Development. Cooperation with private business entities is also very important.

The University has 4 laboratories with the PCA accreditation:

Laboratory of Experimental Research Techniques for Raw Materials and Biological Products, <https://labet.urk.edu.pl/>

Laboratory of Production Technology and Quality Assessment of Biofuels, <https://labiom.urk.edu.pl/>

Laboratory of Forest Environment Geochemistry and Areas Intended for Reclamation, <https://labgeochemia.UAK.edu.pl/>

Laboratory of Physico-Chemical and Microbiological Analyses of Wastes, <https://labgeochemia.urk.edu.pl/>

Based on the Regulation of the Minister of Science and Higher Education of September 20, 2018 on the fields of science and scientific disciplines and artistic disciplines Journal Of Laws 2018, Item 1818 (<https://www.dziennikustaw.gov.pl/DU/2018/1818>) The University is authorized to confer doctoral degrees in 3 fields and 8 disciplines and a postdoctoral (doctor habilitated) degree in 2 fields and 6 disciplines <https://bruikn.UAK.edu.pl/index/site/3349>:

Doctoral degree (PhD):

1. Field: Agricultural Sciences; Discipline:
 - Forestry
 - Agriculture and Horticulture
 - Nutrition and Food Technology
 - Animal Sciences and Fisheries
2. Field: Engineering and Technology Sciences; Discipline:
 - Mechanical Engineering
 - Environmental Engineering, Mining and Energy
 - Civil Engineering and Transportation
3. Field: Social Sciences; Discipline:
 - Economics and Finance

Postdoctoral degree (PhD Habilitated):

1. Field: Agricultural Sciences; Discipline:
 - Forestry
 - Agriculture and Horticulture
 - Nutrition and Food Technology
 - Animal Sciences and Fisheries
2. Field: Engineering and Technology Sciences; Discipline:
 - Mechanical Engineering
 - Environmental Engineering, Mining and Energy.

In total, 668 habilitated doctors and 1723 doctors have been promoted since gaining autonomy.

During the period covered by this study, the legal basis changed. The Regulation of the Minister of Science and Higher Education of 20 September 2018 (Journal of Laws 2018, item 1818) was repealed and replaced by the Regulation of the Minister of Education and Science of 11 October 2022 (Journal of Laws 2022, item 2202). Then, on 14 September 2023, an amendment to this regulation was introduced (Journal of Laws 2023, item 1958). The consolidated text announced in the Announcement of the Minister of Science and Higher Education of 12 February 2025 (Journal of Laws 2025, item 211) is in force.

On this basis, the University has the right to award the academic degrees of doctor and habilitated doctor in 5 fields and 12 disciplines.

1. Field: Agricultural Sciences; Discipline:
 - Forestry
 - Agriculture and Horticulture
 - Food and Nutrition Technology
 - Animal Sciences and Fisheries
2. Field: Engineering and Technology; Discipline:
 - Mechanical Engineering
 - Environmental Engineering, Mining and Energy
 - Civil Engineering, Geodesy and Transport
3. Field: Social Sciences; Discipline:
 - Economics and Finance
 - Management and Quality Studies
4. Field: Natural Sciences; Discipline:
 - Biological Sciences
5. Field: Veterinary Sciences; Discipline:
 - Veterinary Science

In total, 693 habilitated doctors and 1863 doctors (PhD) have been promoted since gaining autonomy.

1.4 Transfer of knowledge and technology to the economy

In the field of the development of a circular economy, a special place is occupied by scientific, economic and social cooperation at the government level, represented by: Ministry of Agriculture and Rural Development, Ministry of Family, Labour and Social Policy, Ministry of Climate and Environment, Ministry of Development and Technology, Ministry of Funds and Regional Policy with the State Forests State Forests and all levels of local government administration, with particular emphasis on the Kraków, Świętokrzyskie, Silesian and Tarnów agglomerations. Cooperation with business is coordinated by the Technology Transfer Center, <https://ctt.urk.edu.pl/> , Innovation Center of the University of Agriculture in Krakow Sp. z o.o. – Special Purpose Vehicle of the University. <https://innowacje-ur.pl/> ; <https://innowacje-ur.pl/en/home/> ; Academic Entrepreneurship Incubator UAK, <https://aip.urk.edu.pl/> ; Research Center for Healthy and Safe Food, <https://cbpbz.urk.edu.pl/> ; <https://cbpbz.urk.edu.pl/en/>

1.5 Internationalization

The University of Agriculture is an entity with European reach, constantly improving the implemented processes, predestined to have a remarkable impact on the region of Central Europe. The University's potential is utilized in research, implementation and teaching activities, based on cooperation with economic and social entities as well as state and local administration units, as well as constantly developed international cooperation, conducted with leading academic centers in the European Union and in the world. In order to meet the requirements of the globalization of knowledge, the University actively participates in 14 cooperation networks, <https://erasmus.urk.edu.pl/informacje-o-programie/partnerstwo-wspolpracy>

- European University Association (EUA),
- Bloom-bioeconomy (BLOOM),
- European Polysaccharide Network of Excellence (EPENOE),
- Visegrad University Association (VUA),
- Krakowskie Śniadanie Międzynarodowe [Cracow International Breakfast],
- International Relations Offices Forum (IROS Forum),
- European Forest Institute (EFI),
- International Union of Forest Research Organizations (IUFRO),
- International Relations Officers' Network of the Association of European Life Science Universities (IROICA),
- ICA Association for European Life Science Universities,
- International Centre of Research and Information on the Public, Social and Cooperative Economy (CIRIEC),
- Coalition for Advancing Research Assessment (CoARA),
- Regional Centres of Expertise (RCE) on Education for Sustainable Development (RCE South Poland),
- Network of European Regions Using Space Technologies (NEREUS).

The following programmes have also been implemented: Horizon 2020 and Horizon Europa, Erasmus+, Erasmus Mundus, Ceepus.

Academic exchange is conducted on the basis of agreements with 80 universities from around the world. Every year, under the signed bilateral agreements, the University accepts about 300 students and academic staff from abroad. The University has a wide didactic offer of courses conducted in English, addressed to foreign students. Specialist courses for foreign academic staff are run at all faculties.

1.6 Mobility of staff of the University of Agriculture

Taking advantage of the opportunity offered by the international academic exchange, the staff and students of the University are more and more willing to make decisions about going abroad.

The growing position of the University of Agriculture is also evidenced by the number of foreign scientists who decide to conduct research and teaching at the University.

The following lists refer to the fields of this activity.

Exchange under the ERARSMUS Programme KA103, KA107, KA131, KA171

Academic Year 2017/2018 KA103, KA107	
	Number of Participants
Students leaving for studies	64
Students leaving for internships	24
Outgoing staff	31
Incoming staff	29
Students coming for studies	50
Students coming for internships	11
Academic Year 2018/2019 KA103, KA107	
	Number of Participants
Students leaving for studies	41
Students leaving for internships	45
Outgoing staff	60
Incoming staff	22
Students coming for studies	87
Students coming for internships	-
Academic Year 2019/2020 KA103, KA107	
	Number of Participants
Students leaving for studies	13
Students leaving for internships	28
Outgoing staff	23
Incoming staff	6
Students coming for studies	68
Students coming for internships	-
Academic Year 2020/2021 KA103, KA107	
	Number of Participants
Students leaving for studies	12
Students leaving for internships	27
Outgoing staff	33
Outgoing staff	13
Students coming for studies	60
Students coming for internships	8

Academic Year 2021/2022 KA103, KA107	
	Number of Participants
Students leaving for studies	30
Students leaving for internships	67
Outgoing staff	32
Incoming staff	16
Students coming for studies	82
Students coming for internships	17
Academic Year 2022/2023 KA131, KA171	
	Number of Participants
Students leaving for studies	35
Students leaving for blended intensive programme	12
Students leaving for internships	78
Outgoing staff	46
Incoming staff	45
Students coming for studies	66
Students coming for internships	14
Academic Year 2023/2024 KA131, KA171	
	Number of Participants
Students leaving for studies	33
Students leaving for blended intensive programme	66
Students leaving for internships	75
Outgoing staff	71
Incoming staff	59
Students coming for studies	81
Students coming for internships	0

Activity under Erasmus Mundus in Soil Science (emiSS)

Academic Year 2020/2021	
	Number of Participants
Students coming for studies	15
Academic Year 2021/2022	
	Number of Participants
Students coming for studies	8
Academic Year 2022/2023	
	Number of Participants
Students coming for studies	16
Academic Year 2023/2024	
	Number of Participants
Students coming for studies	14

Activity under Swiss -European Mobility Programme

Academic Year 2018/2019	
	Number of Participants

Students leaving for internships	1
Academic Year 2019/2020	
	Number of Participants
Students coming for studies	1

Activity under the Ivan Wyhowski's Award

Academic Year 2018/2019	
	Number of Participants
Incoming persons	2
Academic Year 2020/2021	
	Number of Participants
Incoming persons	1
Academic Year 2022/2023	
	Number of Participants
Incoming persons	1
Academic Year 2023/2024	
	Number of Participants
Incoming persons	2

Applications for hosting a foreign guest / number of submitted applications	
Academic Year 2017/2018	53
Academic Year 2018/2019	47
Academic Year 2019/2020	12
Academic Year 2020/2021	6
Academic Year 2021/2022	17
Academic Year 2022/2023	18
Academic Year 2023/2024	20

1.7 Educational profile, number of students

Being called Agricultural, the University educates staff not only for the needs of agriculture and forestry, but the entire food economy and the agribusiness sector, paying special attention to acquiring knowledge based on current scientific achievements, acquiring skills based on the use of the latest technical solutions and technologies in the education process (incl. IT) and the development of social competences, taking into account the dynamics, variability and diversity of civilization changes.

The structure of the University is based on 8 separate units (<https://urk.edu.pl/en/study/university-units/faculties>), and these are:

1. Faculty of Agriculture and Economics, (WR-E),
2. Faculty of Forestry, (WL),
3. Faculty of Animal Science, (WHiBZ),
4. Faculty of Environmental Engineering and Land Surveying, (WiSiG),
5. Faculty of Biotechnology and Horticulture, (WBiO),
6. Faculty of Production and Power Engineering, (WiPiE),
7. Faculty of Food Technology, (WTŻ),
8. Faculty of Veterinary Medicine, (WMW),

Majors, specializations, students, according to the CSO report S-10 as of December 31, 2021:

full-time 1st-cycle studies and uniform master's studies

majors: 23 engineering studies, 3 bachelor's studies,

specializations: 26 engineering studies, 2 bachelor's studies,

uniform master's studies 1 major – practical profile, general academic profile.

part-time 1st-cycle studies

majors: 16 engineering studies, 2 bachelor's studies,

specializations: 17 engineering studies, 2 bachelor's studies.

full-time 2nd-cycle studies

majors – 27, specializations – 47,

part-time 2nd-cycle studies

majors – 18, specializations – 31.

Doctoral School

MBA studies, specializations: Information on MBA program studies Management of Co-operative Bank”.

Number of students: **7758**

Postgraduate Studies launched: **14**

Number of postgraduate students: **307**

Majors, specializations, and students, according to the CSO report S-10 as of **December 31, 2024:**

<https://bip.malopolska.pl/urkrakow>

1. Full-time 1st-cycle studies and uniform master's studies

majors: 31 engineering studies, 5 bachelor's studies,

specializations: 26 engineering studies, 2 bachelor's studies,

uniform master's studies 1 major – practical profile.

2. Part-time 1st-cycle studies

majors: 15 engineering studies, 2 bachelor's studies,

3. Full-time 2nd-cycle studies

majors – 28,

4. Part-time 2nd-cycle studies

majors – 17.

Number of students: **6485**

Postgraduate Studies launched: **17**

Number of postgraduate students: **434**

Doctoral School – 120 PhD students

MBA studies, specializations: Information on MBA program studies Management of Co-operative Bank”.

2. Rector's Commission for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow

2.1. Legal basis and composition of the Rector's Commission

In order to increase the transparency of the process of selecting academic staff, acting in response to inquiries addressed to the University and aiming at recruiting researchers from abroad, pursuant to § 16 para. 2 of the University Statute of June 28, 2021 HM Rector Sylwester Tabor PhD Hab. Eng., UAK's professor, on November 10, 2021, appointed **the Rector's Commission for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow** (Rector's Ordinance

172/202; <https://logohr.urk.edu.pl/en/hr-rectors-commission>). Within this Commission, there are 4 working groups (WG) which include representatives of teachers, administration at all levels, HR department and PhD students. The Steering Committee monitors the Commission's work.

Composition of the Steering Committee & Rector's Commission (2021-2024)

Steering Committee:

Prof. Andrzej Sechman PhD Hab. Eng. – Vice-Rector for International Cooperation – chairperson

Prof. Agnieszka Filipiak-Florkiewicz PhD Hab. Eng.– Vice-Rector for Research – vice chairperson

Prof. Andrzej Lepiarczyk PhD Hab. Eng.– Vice-Rector for General Affairs

Rector's Commission:

Working group for the Analysis of Legal Acts (WG1):

Task: review of legal acts and development of a coherent legal basis. Monitoring changes in legislation at the EU and national level. Preparation of OTM-R checklist.

Composition:

Ewa Weyssenhoff MSc – chairperson, administration, coordinator for Legal Counsels

Anna Gibowska-Sikora MSc Eng. – administration, head of the Human Resources Office

Alina Handzlik MSc – administration, Chancellor's division, head of the Public Procurement Department

Maciej Oleksiak MSc – administration, bursar, financial director

Working group for the conduct and analysis of the survey results (WG2):

Task: developing the content of the survey questions taking into account all areas recommended by the HR Strategy. Then the mathematical compilation of the results.

Composition:

Prof. Joanna Makulska PhD Hab. Eng. – chairperson, Faculty of Animal Sciences, Department of Animal Genetics, Breeding and Ethology, Head of the CBOiRZG Programme Council

Prof. Zygmunt M. Kowalski PhD Hab. Eng., Faculty of Animal Sciences, Department of Animal Nutrition and Biotechnology, and Fisheries, director of the Doctoral School

Michał Ciach PhD Hab. Eng., UAK's professor, Faculty of Forestry, Department of Forest Biodiversity

Łukasz Paluch PhD Eng., Faculty of Agriculture and Economics, Department of Economics and Food Economy

Natalia Gumulak MSc, Doctoral School, contracted employee

Working group for the preparation of the HR report (WG3):

Task: development of the final version of the HR Strategy document (including Gap Analysis, OTM-R checklist and Action Plan), obtained on the basis of materials sent by all sub-commissions. Responding to the suggestions of the EC.

Composition:

Szymon Sikorski PhD – chairperson, administration, Rector's division, plenipotentiary – Rector's assistant

Prof. Małgorzata Kotula-Balak PhD Hab., University Center of Veterinary Medicine, Institute of Veterinary Sciences

Renata Bączek-Kwinta PhD Hab. Eng., UAK's professor, Faculty of Agriculture and Economics, Department of Physiology, Plant Breeding and Seed Science

Krzysztof Tokarz PhD Eng., UAK's professor, Faculty of Biotechnology and Horticulture, Department of Botany, Physiology and Plant Protection

Tadeusz Gargula PhD Hab. Eng., Department of Botany, Physiology and Plant Protection, Department of Geodesy

Zbigniew Kowalczyk PhD Hab. Eng., Faculty of Production and Power Engineering, Department of Production Engineering, Logistics and Applied Computer Science

Anna Stępień PhD Eng., Faculty of Food Technology, Department of Engineering and Machinery for Food Industry

Patrycja Witek BSc, division of Vice-Rector for Research, Technology Transfer Center

Working group for contacts with the European Commission and data update on the website (WG4):

Task: ongoing monitoring of legal provisions in cooperation with the sub-commission for analyzes of legal acts. Preparation of a tab on the University's website and monitoring of changes

Composition:

Dominika Dankiewicz MSc – chairperson, division of Vice-Rector for international cooperation, head of the International Relegation Office

Paulina Czuryłowska MSc, division of Vice-Rector for Education, Promotion and Recruitment Office

Mateusz Ponikiewicz MSc Eng., Chancellor's division, head of the Study System Support

Joanna Najder-Zapotoczny MSc, administration, Administrative Project Support Center Team for Research and Development Projects

Izabella Majewska MSc Eng., administration, Rector's division, press spokesman.

By the Rector's Order No. 97/2022 of September 23, 2022, a **Team for monitoring the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UAK** (Monitoring team) was established. The composition of this Team can be found on the website: <https://logohr.urk.edu.pl/hr-zespol-monitorujacy>. The purpose of this Team is to supervise the implementation process of the HRS4R UAK Strategy.

Pursuant to Ordinance No. 90/2024 of the Rector of the University of Agriculture in Krakow of 25 September 2024 on the introduction of the Organizational Regulations of the University of Agriculture in Krakow https://akty.urk.edu.pl/zr_90_2024.pdf, as of 4 November 2024, the Rector's Commission for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers of the University of Agriculture in Krakow is composed of:

Steering Committee:

Prof. Ewa Błońska PhD Hab. Eng. – Vice-Rector for General Affairs- chairperson

Prof. Andrzej Sechman PhD Hab. Eng. – Vice-Rector for Cooperation – vice chairperson

Prof. Marcin Rapacz PhD Hab. Eng. – Vice-Rector for Research

Rector's Commission:

Working group for the Analysis of Legal Acts (WG1):

Task: Review legal acts and develop a coherent legal basis. Monitoring changes in legislation at the EU and national levels. Preparation of OTM-R checklist.

Composition:

Ewa Weyssenhoff MSc – chairperson, administration, coordinator for Legal Counsel

Anna Gibowska-Sikora MSc Eng. – administration, head of the Human Resources Office

Maciej Młynarczyk MSc – administration, Chancellor's division, head of the Public Procurement Department

Maciej Oleksiak MSc – administration, bursar, financial director

Zuzanna Basak MSc, Faculty of Production and Power Engineering, Department of Bioprocess Engineering, Energy and Automation

Alina Klonowska PhD, Faculty of Agriculture and Economics, Department of Economics and Food Economy

Working group for the conduct and analysis of the survey results (WG2):

Task: developing the content of the survey questions, considering all areas recommended by the HR Strategy. Then the mathematical compilation of the results.

Composition:

Prof. Joanna Makulska PhD Hab. Eng. – chairperson, Faculty of Animal Sciences, Department of Animal Genetics, Breeding and Ethology, Head of the CBOiRZG Programme Council

Prof. Zygmunt M. Kowalski PhD Hab. Eng., Faculty of Animal Sciences, Department of Animal Nutrition and Biotechnology, and Fisheries, director of the Doctoral School

Prof. Michał Ciach PhD Hab. Eng., Faculty of Forestry, Department of Forest Biodiversity

Łukasz Paluch PhD Eng., Faculty of Agriculture and Economics, Department of Economics and Food Economy

Sylwia Pałka PhD Hab. Eng., Faculty of Animal Sciences, Department of Animal Genetics, Breeding, Ethology

Justyna Likus-Cieślík PhD, Eng., Faculty of Forestry, Department of Ecological Engineering and Forest Hydrology

Klaudia Beleć MSc. Eng., Faculty of Animal Sciences, Department of Animal Nutrition and Fisheries

Paulina Bałuszyńska MSc. Eng., Faculty of Production and Power Engineering, Department of Bioprocess Engineering, Energy and Automation

Jakub Chromy MSc, Faculty of Agriculture and Economics, Department of Statistics and Social Policy

Rafał Iwański MSc, Faculty of Environmental Engineering and Geodesy, Department of Ecology, Climatology and Air Protection

Working group for the preparation of the HR report (WG3):

Task: development of the final version of the HR Strategy document (including Gap Analysis, OTM-R checklist and Action Plan), obtained based on materials sent by all sub-commissions. Responding to the suggestions of the EC.

Composition:

Szymon Sikorski PhD – chairperson, administration, Rector's division, plenipotentiary – Rector's assistant

Prof. Małgorzata Kotula-Balak PhD Hab., Faculty of Veterinary Medicine, Department of Basic Sciences

Prof. Renata Bączek-Kwinta PhD Hab. Eng., Faculty of Agriculture and Economics, Department of Physiology, Plant Breeding and Seed Science

Krzysztof Tokarz PhD Hab. Eng., UAK's professor, Faculty of Biotechnology and Horticulture, Department of Botany, Physiology and Plant Protection

Tadeusz Gargula PhD Hab. Eng., Department of Botany, Physiology and Plant Protection, Department of Geodesy

Zbigniew Kowalczyk PhD Hab. Eng., UAK's professor, Faculty of Production and Power Engineering, Department of Production Engineering, Logistics and Applied Computer Science

Anna Stępień PhD Eng., Faculty of Food Technology, Department of Engineering and Machinery for Food Industry

Katarzyna Stelmach-Wityk PhD Eng., Faculty of Biotechnology and Horticulture, Department of Plant Biology and Biotechnology

Magdalena Jurkiewicz PhD Eng., Faculty of Environmental Engineering and Geodesy, Department of Geodesy

Marta Kotuła MSc Eng., Faculty of Food Technology, Department of Human Nutrition and Dietetics

Krystian Marzec MSc Eng., Faculty of Biotechnology and Horticulture, Department of Horticulture

Klaudia Dubniewicz Vet., Faculty of Veterinary Medicine, Department of Infectious, Invasive Diseases and Public Health Protection

Izabela Siemińska PhD Vet., Faculty of Veterinary Medicine, Department of Infectious, Invasive Diseases and Public Health Protection

Working group for contacts with the European Commission and data update on the website (WG4):

Task: ongoing monitoring of legal provisions in cooperation with the sub-commission for analyzes of legal acts. Preparation of a tab on the University's website and monitoring of changes

Composition:

Dominika Dankiewicz MSc – chairperson, Division of Vice-Rector for Cooperation, head of the International Relations Office

Sylvia Czerniejewska MSc, administration, Administrative Project Support Center Team for Research and Development Projects

Izabella Majewska MSc Eng., administration, Rector's division, press spokesman

Jakub Fitas PhD, Faculty of Production and Power Engineering, Department of Mechanical Engineering and Agrophysics

Grzegorz Fiutak PhD Eng., Faculty of Food Technology, Department of Biotechnology and General Food Technology

Maciej Brożek PhD Eng., Computer Science Center, Information Systems Team

Tomasz Dera MSc Eng., Faculty of Food Technology, Department of Plant Products Technology and Food Hygiene

Gabriela Izowit MSc, Faculty of Animal Sciences, Department of Animal Biotechnology.

2.2. Description of the activities of the Rector's Commission and its participation in the process of implementing the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow

In 2021, the Rector's Commission developed a survey consisting of 65 questions, based on the analysis of which actions were introduced to ensure full transparency of the recruitment process and to obtain the HR Excellence in Research Logo. This survey was conducted in the form of an anonymous on-line questionnaire in March 2022 and was used as the primary tool in obtaining information for the gap analysis. The data obtained analysis allowed us to assess the extent to which the legal acts on HR matters in force at the University were consistent with the European Charter for Researchers provisions and the Code of Conduct for the Recruitment of Researchers. This analysis also contributed to the creation of the UAK HRS4R Strategy.

Since obtaining the *HR Excellence in Research Award* on **May 23, 2023**, the implementation period of the HRS4R UAK Strategy has begun. During this time, several meetings of the Rector's Commission were held, the purpose of which was to analyze reports on the implementation of the Strategy obtained from the Team for monitoring the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UAK (it was appointed by the Rector's ordinance No. 97/2022 of September 23, 2022. The composition of this team can be found on the website: <https://logohr.urk.edu.pl/en/hr-monitoring-team>). The list of meetings of the Rector's Committee and the Monitoring Team

during the period of strategy implementation and preparation of the periodic report is available on the UAK website: <https://logohr.urk.edu.pl/en/implementation>.

Between September 2024 and January 2025, work intensified significantly on implementing the HRS4R UAK Strategy. During this period, the Rector's Commission activities focused on the interim assessment and further improvement of actions aligned with the European Charter for Researchers principles and the Code of Conduct for the Recruitment of Researchers.

- September 2024 – the composition of the Rector's Commission for implementing the Charter and Code was updated, expanding the team with new members representing various staff groups within the university. This ensured broad representation and enhanced the Commission's expertise.
- October 2024 - a diagnostic survey was adopted to assess the current state of HRS4R implementation at the University. We used the same questionnaire (composed of 65 questions) as in 2022 to gather up-to-date feedback from academic and administrative staff regarding working conditions, recruitment processes, and career development.
- November 4, 2024 – Ms. Aleksandra Kieszkowska from the Chancellor's Office was appointed as the Rector's Plenipotentiary for the Implementation of the HRS4R Strategy. This newly established position is designed to support coordinating and overseeing all HRS4R-related efforts.
- November 13, 2024 – a meeting of the Rector's Commission was held, current issues were discussed and planning of activities related to the periodic assessment began.
- November 6, 2024 – a distribution of the survey to UAK employees by e-mail, and then, in order to maximize participation and reach as many employees as possible, reminders were sent three times (13, 19, 25 November 2024).
- December 6, 2024 – the Working Group 2 (WG2; Subcommission for the Analysis of Survey Results) held a meeting to organize and schedule the analytical work related to the survey.
- January 8, 2025 – two meetings took place with the chairpersons of:
 - WG2 (Subcommission for the conduct and analysis of the survey results) – preliminary survey findings were presented and discussed.
 - WG1 (Subcommission for the analysis of legal acts) was held to schedule the review of internal university documents for compliance with the Charter and Code.
- January 14, 2025 – a meeting with the chairman of WG 3 (Subcommission for the preparation of the HR report) was held, during which the process of updating the HRS4R UAK Strategy was initiated.
- On January 15, 2025, a joint meeting of the Rector's Commission and the Monitoring Team for HRS4R implementation occurred. Survey results and the legal act review were presented and discussed during the meeting, marking an essential step in preparing for the interim evaluation and further strategic planning.

The final effect of these activities was the preparation of a new GAP analysis, verification of the Action Plan and development of the amended **HRS4R UAK Strategy for 2025-2028**. This strategy was approved by the Resolution of the URK Senate No. 20/2025 of 26 March 2025 on the adoption of the HRS4R UAK Strategy - Action Plan for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow, link: <https://bip.malopolska.pl/urkrakow,a,2638741,uchwala-nr-202025-senatu-universytetu-rolniczego-im-hugona-kollataja-w-krakowie-z-dnia-26-marca-2025.html> .

3. Research on the opinions of members of the academic community - qualitative diagnosis

3.1 Research methodology

A survey on the working conditions and recruitment processes at the University of Agriculture in Kraków (UAK) was conducted between November 6th and 25th, 2024. The analysis and assessment of the results of the survey constituted one of the stages of the evaluation of the research results conducted in 2022 during the initiation phase of the implementation of the principles of the European Charter for Researchers (the Character) and the Code of Conduct for the Recruitment of Researchers (the Code)) at UAK, the aim of which was to obtain the prestigious HR Excellence in Research award.

The survey questionnaire was developed by the Rector's Commission for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow and approved by the Rector's Ethics Committee for Research Involving Participation of Humans. To ensure the high representativeness of the survey sample, it was addressed to four different respondent groups within the academic community: researchers, teachers, researchers-teachers, and PhD students (Table 1).

Table 1. Groups covered by the survey in 2022 and 2024

Respondent groups	Number of respondents		Number of the UAK's employees and PhD students		Share of respondents in the total number of employees and PhD students[%]	
	2022	2024	2022	2024	2022	2024
I Researchers	13	6	28	23	46.4	26.1
II Teachers	20	16	86	80	23.3	20.0
III Researchers-Teachers	303	239	617	649	49.1	36.8
IV PhD students	31	15	140	135	22.1	11.1
- no indications	18	38	-	-	-	-
Suma	385	314	871	887	44,1	35,4

Source: Own study based on conducted survey

The representativeness of the survey conducted in 2024 for the total employed population (887) was examined using the formula for the minimum sample size:¹:

$$n = \frac{P(1-P)}{\frac{e^2}{Z^2} + \frac{P(1-P)}{N}} \quad \text{gdzie dla ogółu} \quad n = \frac{0,5(1-0,5)}{\frac{0,05^2}{1,96^2} + \frac{0,5(1-0,5)}{887}} = 268,06218 \approx 269$$

where: n - minimum sample; p - estimated occurrence of the phenomenon across the population (if reliable estimation is not possible, 50% of the total population should be assumed); Z - value computed on the basis of the assumed confidence level (for the recommended minimum of 95%, it is 1.96); e - the standard error of estimate (5%).

¹ Jabłońska K., Sobieraj A. (2013). *Dobór próby badawczej czynnikiem sukcesu w prowadzonych badaniach empirycznych* [Sample selection as a key to successful empirical studies], [in:] *Obronność - Zeszyty Naukowe Wydziału Zarządzania i Dowodzenia Akademii Obrony Narodowej*, 2(6): 40-48; Kaczmarczyk S. (2011). *Badania marketingowe. Podstawy metodyczne*. Warszawa: PWE.

The number of participants who took part in the survey in 2024 amounted to 314 in total, and its value was higher than the designated minimum sample size (269), allowing us to conclude that the obtained survey results represent all UAK employees and doctoral students. The questionnaire for the target respondent groups comprised closed-ended questions divided into categories. The questions referred to four thematic areas concerning working conditions and recruitment processes at the UAK, in line with the guidelines (principles) outlined in the European Charter for Researchers (the Charter) and the Code of Conduct for Recruitment of Researchers (the Code), namely:

- Area I – Ethical and Professional Issues
- Area II – Recruitment,
- Area III – Working conditions and social insurance
- Area IV – Training and development.

In order to express the level of acceptance of the ideas, processes and characteristics concerning a given subject, a five-point Likert scale was used, serving as a measuring tool in surveys and interviews based on questionnaires. The set of multiple-choice ('cafeteria') questions offered the following answer options: *Definitely yes*, *Probably yes*, *(It is) hard to say*, *Not really*, and *Definitely not*. The scale was expanded to include an additional answer: *I have no opinion*. This approach enabled us to determine the respondents' attitudes towards specific activities, behaviours, events, objects, problems or issues concerning the analysed phenomena². The survey also included one open-ended question designed to let respondents share their comments on what other important issues related to the above thematic areas should be included. The survey conducted with the use of an electronic form accessible without logging was fully anonymous and voluntary. No question was obligatory. It should also be noted that in order to compare (evaluate) the results of the research conducted in 2024, the questions included in the survey questionnaire were identical to the questions included in the questionnaire used during the research in 2022.

The aim of the survey conducted in 2024 was therefore to obtain empirical material that would constitute the basis for a comparative assessment of the opinions of respondents (UAK employees and doctoral students) in relation to the results of the survey conducted in 2022, which then allowed for the identification of gaps and shortcomings in the degree of consistency of working conditions and recruitment processes of UAK employees and doctoral students with the principles contained in the Charter and the Code.

3.2 Characteristics of the groups covered by the survey

In 2024, 314 respondents took part in the survey (80 fewer than in 2022), of whom over 36% were women, and the share of men was close to 46%. Around 18% of respondents did not provide an answer to the question regarding indicating their gender. In comparison with 2022, there was an opposite trend, i.e., in 2024, men predominated among the respondents, with a nearly 10-point drop in the share of women. It should be noted that when providing an answer regarding gender, respondents were asked to enter it in the space provided. In 2024, among the people who participated in the survey (314), similarly to 2022, the smallest share was representatives of

² Tarka P. (2015). *Własności 5- i 7-stopniowej skali Likerta w kontekście normalizacji zmiennych metodą Kaufmana i Rousseeuwa* [Properties of 5-point and 7-point Likert scale in the context of normalisation of variables using the method of Kaufman and Rousseeuw], [in:] *Prace naukowe Uniwersytetu Ekonomicznego we Wrocławiu, Klasyfikacja i analiza danych - teoria i zastosowania*, 385: 286-295.

researchers (less than 1.9%) and people belonging to the group of teaching staff (over 5%). In these groups, the survey was attended by: 4 and 7 women, and 2 and 9 men, respectively. The small share of representatives of the above groups results from their small number in the total number of the UAK employees. The small number of respondents who undertook to complete the survey in 2024, despite an extensive information campaign among this group of members of the academic community, was also characteristic of the group of doctoral students (a similar trend was characteristic of the research conducted in 2022), where their share was at the level of 4.8%, of which 7 people indicated gender as female, 6 male, and 2 people did not indicate an answer in this respect. The largest group of respondents in 2024 and 2022, on the other hand, were researchers and academic teachers, where their share in the total number of people taking part in the survey (314) was at the level of over 76%, which in turn results from the fact that this type of group is the largest among people employed in UAK in general. It is also worth mentioning that in 2024, 93 respondents in this group were women and 115 were men, i.e. the opposite to 2022, where there were 147 women and 129 men in this group of employees. In 2024, 38 people (12%) did not indicate belonging to any of the four possible groups, and in 2022, 18 (4.7%) of those taking part in the survey did so (Tables 2 and 3).

Table 2. Division of surveyed persons by gender and affiliation to the surveyed group of respondents in 2022 (N=384)

Number of survey participants									
384									
including:									
Women					Men		No indication		
Number of persons		%			Number	%	Number		%
180		46.9			159	41.4	45		11.7
Gender:	Employees:						Doctoral students	No indication / Other answer	
	Researchers		Teachers		Researchers-teachers				
	including:								
	Numb er	%	Num ber	%	Number	%	Numb er	%	Number
- Women	8	61.5	6	30.0	147	48.5	16	51.6	17
- Man	5	38.5	10	50.0	129	42.6	13	41.9	
- No indication	0	0.0	4	20.0	27	8.9	2	6.5	
Total	13	100.0	20	100.0	303	100.0	31	100.0	17

Source: Own study based on conducted survey in 2022.

Table 3. Division of surveyed persons by gender and affiliation to the surveyed group of respondents in 2024 (N=314)

Number of survey participants								
314								
including:								
Women					Men		No indication	
Number of persons		%			Number	%	Number	%
115		66.6			144	49.9	55	17.5
Gender:	Employees:						Doctoral students	
	Researchers		Teachers		Researchers-teachers			
	including:							
	Numb er	%	Num ber	%	Number	%	Number	%
- Women	4	66.7	7	43.8	93	38.9	7	46.7
- Man	2	23.3	9	56.2	115	48.1	6	40.0
- No indication	0	0.0	0	0.0	31	13.0	2	13.3
Total	6	100.0	16	100.0	239	100.0	15	100.0

Source: Own study based on conducted survey in 2024.

Regarding age, it indicates that in 2024, the largest group consists of people aged 45 to 54, whose share, similar to 2022, amounts to over 32% of all respondents. Both in 2024 and 2022, the share of women in this group was higher than that of men (respectively: women – over 42%, men – around 47%). In 2024, approximately 12% of respondents did not indicate their gender, compared to nearly 11% of respondents in 2022. A large number of those taking part in the 2024 survey were also people aged 55 to 64 (17.5%) and aged 35 to 44 (approximately 20%), where in the former, women accounted for nearly 22% and men for approximately 67%, while in the latter this share was at the level of 57.1% and 31.7%, respectively. These trends were similar during the surveys conducted in 2022. Among the respondents belonging to these age groups, the question regarding indicating their gender was not answered by: 10.9% and 11.2% in 2024, and 2% and 5.3% in 2022, respectively. In 2024 and 2022, the smallest population consisted of respondents over 64 years of age (4.8% and 6.3%, respectively). It is also worth noting that among participants under 34 years of age, whose percentage in relation to all respondents in 2024 was 12.4%, there was a predominance of men (51.3%) over women (46.2%), while in 2022 (19.5%) the share of men was close to 58%, and of women around 35%. The number of respondents in 2024 who did not answer the question about their age was 13.0% of all respondents, among whom 14.6% were women and around 17% were men. In the case of respondents in this group, it is worth noting that over 68% of respondents did not indicate their gender (Tables 4 and 5).

Table 4. Respondents by gender and other characteristics in 2022 survey (N=384)

Characteristic	Total		Gender:					
			Women		Men		No indication	
	Number	%	Number	%	Number	%	Number	%
Age:								
- aged below 34	75	19.5	43	57.3	26	34.7	6	8.0
- aged between 35 and 44	95	24.7	60	63.2	30	31.6	5	5.3
- aged between 45 and 54	128	33.3	56	43.8	59	46.1	13	10.2
- aged between 55 and 64	51	13.3	16	31.4	34	66.7	1	2.0
- aged above 64	11	2.9	2	18.2	8	72.7	1	9.1
- no indications	24	6.3	3	12.0	2	8.0	19	80.0
Total	384	100	180	-	159	-	45	-
Academic/Professional degree/title								
- professor (R4)	38	9.9	14	36.8	20	52.6	4	10.5
- post-doctoral degree (R3)	140	36.4	66	47.1	66	47.1	8	5.7
- doctoral degree (R2)	127	33.0	66	52.0	50	39.4	11	8.7
- master degree (R1)	52	13.5	28	53.8	21	40.4	3	5.8
- no indications	27	7.3	6	21.4	2	7.1	19	71.4
Total	384	100	180	-	159	-	45	-
Position held:								
- professor	43	11.2	17	39.5	22	51.2	4	9.3
- associate professor	140	36.4	68	48.6	66	47.1	6	4.3
- assistant professor	109	28.3	52	47.7	44	40.4	13	11.9
- assistant	34	8.8	23	67.6	9	26.5	2	5.9
- other position	30	7.8	16	53.3	13	43.3	1	3.3
- no indications	28	7.5	4	13.8	5	17.2	19	69.0
Total	384	100	180	-	159	-	45	-
Where employed								

- professor (R4)	41	13.1	10	24.4	28	68.3	3	7.3
- post-doctoral degree (R3)	94	29.9	36	38.3	45	47.9	13	13.8
- doctoral degree (R2)	108	34.4	52	48.1	48	46.6	8	5.3
- master degree (R1)	11	8.3	13	50.0	11	42.3	2	7.7
- no indications	45	14.3	4	8.9	12	26.7	29	64.4
Total	314	100	115	-	144	-	55	-
Position held:								
- professor	41	13.1	12	29.3	27	65.9	2	4.8
- associate professor	95	30.2	38	40.0	46	48.4	11	1,6
- assistant professor	84	26.7	41	48.8	36	42.9	7	8.3
- assistant	19	6.1	8	42.1	10	52.6	1	5.3
- other position	11	3.5	2	18.2	8	72.7	1	9.1
- no indications	64	20.4	14	21.9	17	26.6	33	51.5
Total	314	100	115	-	144	-	55	-
Where employed								
- WR-E*	39	12.4	20	51.3	16	41.0	3	7.7
- WL	30	9.6	6	20.0	20	66.7	4	13.3
- WHiBZ	25	8.0	16	64.0	8	32.0	1	4.0
- WiSiG	35	11.1	9	25.7	19	54.3	7	20.0
- WBiO	30	9.6	17	56.7	12	40.0	1	3.3
- WIPiE	28	8.9	10	35.7	14	50.0	4	14.3
- WTZ	38	12.1	19	50.0	13	34.2	6	15.8
- WMW (previously: UCMW)	14	4.5	6	42.8	8	57.2	-	-
- university-wide unit (OMEiI)	2	0.6	-	-	2	100	-	-
- no indications	73	23.2	12	16.4	32	43.9	29	39.7
Total	314	100	115	-	144	-	55	-

Source: own study based on conducted survey in 2022. As per A European Framework for Research Careers <https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>: R1 - First Stage Researcher (Up to the point of PhD), R2 – Recognised Researcher (PhD holders or equivalent who are not yet fully independent)), R3 - Established Researcher (Researchers who have developed a level of independence), R4 - Leading Researcher (Researchers leading their research area or field).

* WR-E – Faculty of Agriculture and Economics; WL – Faculty of Forestry; WHiBZ – Faculty of Animal Sciences; WiSiG – Faculty of Environmental Engineering and Geodesy; WBiO – Faculty of Biotechnology and Horticulture; WIPiE – Faculty of Production and Power Engineering; WTZ – Faculty of Food Technology; WMW – Faculty of Veterinary Medicine (formerly: UCMW – University Centre of Veterinary Medicine); OMEiI – Experimental and Innovative Medicine Centre.

Among the respondents who participated in the survey in 2024, the largest groups were employees serving as associate professors (30.2%) and assistant professors (adjuncts) (26.7%). These values were similar in 2022, i.e. over 36% were associate professors, and about 28% were adjuncts. According to research conducted in 2024, in the first of these groups there is a noticeable predominance of men (48.4%) over women (40.0%), with 11.6% not indicating anything in this respect. In 2022, this share was slightly the opposite, i.e. women accounted for almost 49%, while men accounted for about 47%. In 2024, the gender breakdown of respondents in the assistant professors group, similar to 2022 (women 48%, men 44%), also indicates a predominance of women (nearly 49%) over men (approximately 43% of all respondents). In this group, 8.3% of people did not specify their employment position at UAK. The smallest groups participating in the survey conducted in 2024 include assistants (6.1%) and employees employed in positions defined as "other" (3.5%). The share of such employee groups was similar in 2022, i.e. 8.8% and 7.8%, respectively. According to the research conducted in 2024, people employed as professors constituted 13.1%, with a clear predominance of men (65.9%) over women (29.3%), and in 2022, the position of professor was held by nearly 13% of respondents, of whom over 40% were women and 51% men. It is also worth noting that the number of respondents who did not provide an answer regarding the position held in 2024 constituted over 20% of all respondents, and in 2022, over 7% (Tables 4 and 5).

Analyzing the distribution of respondents by academic (professional) title (degree), it can be seen that in 2024, the largest share was made up of people with a doctoral degree (R2, 34.4%), with both women and men constituting over 46% of all respondents in this group. In 2022, the largest share among employees who participated in the survey was the group with a postdoctoral degree (R3, over 36%). In 2024, the second largest population was the population of employees with a postdoctoral degree (R3, 94 people, which constituted nearly 30% of all respondents), and in 2022, it was the group with a doctoral degree (R2, 33%). In 2024, in the group of postdoctoral degree holders, the share of women taking part in the survey oscillated around 38%, and men were nearly 48%. In the case of the group of employees and doctoral students with a professional master's degree (R1), which constitutes 8.3% of all respondents, women are predominant (50%) over men (42.3%). The group that was characterized by the largest share of men (68.3%) compared to women (24.4%) in the study conducted in 2024 was employees with the academic title of professor (R4), where their share in the total population of respondents was 13.1% of the population of respondents. It is also worth mentioning that about 14% of respondents did not indicate what academic (professional) title (degree) they held in 2024, and 7.3% in 2022 (Tables 4 and 5).

When characterizing the structure of employees by their employment units at UAK, it was found that in 2024, the largest group were employees of the Faculty of Agriculture and Economics (WR-E) and the Faculty of Food Technology (WTŻ), where their share in the survey was 12.4% and 12.1%, respectively. In the case of the Faculty of Agriculture and Economics (WR-E) and the Faculty of Food Technology (WTŻ), there is also a clear predominance of women (WR-E – 51.3%, WTŻ – 50.0%) among the employees of these organizational units of the University, over men (WR-E – 41.0%, WTŻ – 34.2%). In 2022, similarly to 2024, the largest group were employees of the Faculty of Food Technology (WTŻ) and the Faculty of Agriculture and Economics (WR-E), where their share in the survey was 16.9% and 14.5%, respectively. This group also includes employees of the Faculty of Biotechnology and Horticulture (WBiO) (14.5%). Among the employees of these organizational units of the University in 2022, there was also a clear

predominance of women (WTŻ – 73.8%, WBiO – 71.4%, WRE – 53.6%) over men (WTŻ – 23.1%, WBiO – 20.0%, WR-E – 41.1%). A completely different ratio of women to men in 2024 was characteristic of the Faculty of Forestry (WL), whose share in the total number of respondents was only 9.6% and the Faculty of Environmental Engineering and Geodesy (WiSiG), as well as the Faculty of Production and Power Engineering (WiPiE), where the number of respondents constituted 11.1% and 8.9% of all respondents, respectively. Thus, in the WL, the share of women who took part in the survey was less than 20.0%, and in WiSiG and WiPiE it was at the level of 15.7% and 35.7%, with the share of men for these three organizational units of the UAK being at the level of 66.7%, 54.3% and 50.0%, respectively. In 2024 (2 people), similarly to 2022 (7 people), the smallest number of respondents indicated another university-wide unit as their place of work, as well as the Faculty of Veterinary Medicine (WMW) (4.5%), which in the survey conducted in 2022 operated under the name of the University Center for Veterinary Medicine (UMMW) (4.2%). The share of employees of the remaining UAK faculties in 2024 was as follows: Faculty of Animal Sciences (WHiBZ) - 8.0%, and Faculty of Biotechnology and Horticulture (WBiO) - 9.6%. It is also worth mentioning that over 23% of respondents did not answer the question about the employment unit at UAK (Tables 4 and 5).

3.3 Results of a survey conducted among the staff and doctoral students of the University of Agriculture

To determine the level of implementation of the principles underlying the European Charter for Researchers and the related Code for Recruitment of Researchers at the University of Agriculture in Kraków, the following percentage thresholds have been assumed (the percentage figures refer to the total of positive responses. Note that considered positive were the following responses: **Definitely yes** and **Probably yes**):

0.00	– 25.00%	not implemented (marked: -/-),
25.01	– 50.00%	partly implemented (marked: -/+),
50.01	– 75.00%	implemented to a considerable degree (marked: +/-),
75.01	– 100.00%	implemented (marked: +/+).

Where more than one question pertained to a given principle, the average number of positive responses was applied for all questions concerning the principle.

The level of implementation of individual principles at the UAK, established based on the survey, is presented in Table 6.

Table 6. Survey results concerning implementation of the principles underlying the European Charter for Researchers and the related Code for Recruitment of Researchers at the University of Agriculture in Kraków (UAK)*

General principles of the European Charter for Researchers	Question No. :	% of positive responses in 2022	Level of implementation at the UAK in 2022	% of positive responses in 2024	Level of implementation at the UAK in 2024
Ethical and Professional Issues					
1. Research freedom	1	92.4	+/+	85.4	+/+
2. Ethical principles	2	72.9	+/-	63.4	+/-
3. Professional responsibility	3	78.6	+/+	70.7	+/-
4. Professional attitude	4 5	59.1	+/-	50.2	+/-
5. Contractual and legal obligations	6	76.0	+/+	67.5	+/-
6. Accountability	7	84.1	+/+	79.6	+/+
7. Good practice in research	8 9 10	61.2	+/-	56.4	+/-
8. Dissemination, exploitation of results	11 12 13 14	57.9	+/-	54.6	+/-
9. Public engagement	15	68.8	+/-	61.8	+/-
10. Non-discrimination	16 17 18 19	35.0	-/+	41.8	-/+
11. Evaluation/appraisal	20 21	56.8	+/-	53.7	+/-
Recruitment					
12. Recruitment (Charter)	22	62.2	+/-	60.2	+/-
13. Recruitment (Code)	23 24	60.2	+/-	59.1	+/-
14. Selection (Charter)	25 26	57.2	+/-	54.6	+/-
15. Transparency (Code)	27 28 29	57.3	+/-	53.6	+/-
16. Judging merit (Code)	30	56.0	+/-	52.2	+/-
17. Variations in the chronological order of CVs (Code)	31	47.4	-/+	47.5	-/+

18. Recognition of mobility experience (Code)	32	44.9	-/+	37.8	-/+
19. Recognition of qualifications (Code)	33	48.7	-/+	54.1	+/-
20. Seniority (Code)	34	63.3	+/-	57.3	+/-
21. Postdoctoral appointments (Code)	32b	31.5	-/+	53.5	+/-
Working conditions and Social Insurance Law					
22. Recognition of the profession	35	55.2	+/-	49.0	-/+
23. Research environment	36	58.6	+/-	57.3	+/-
24. Working conditions	37	79.9	+/+	74.8	+/-
25. Stability and permanence of employment	38	80.7	+/+	76.8	+/+
26. Funding and salaries	39 40 41 42 43	53.4	+/-	52.6	+/-
27. Gender balance	44	74.0	+/-	67.8	+/-
28. Career development	45 46 47 48	40.4	-/+	39.4	-/+
29. Value of mobility	49	49.7	-/+	49.0	-/+
30. Access to career advice	50	20.6	-/-	19.4	-/-
31. Intellectual Property Rights	51 52 53	53.7	+/-	48.9	-/+
32. Co-authorship	54	73.4	+/-	65.9	+/-
33. Teaching	55	27.9	-/+	29.0	-/+
34. Complaints/appeals	56	37.2	-/+	35.0	-/+
35. Participation in decision-making bodies	57	66.1	+/-	59.9	+/-
Training and development					
36. Relations with supervisors	58 59	56.4	+/-	49.7	-/+
37. Supervision and managerial duties	60 61	49.7	-/+	47.0	-/+

38. Continuing professional	62 63	48.0	-/+	45.4	-/+
39. Access to research training and continuous development	64	49.5	-/+	40.4	-/+
40. Supervision	65	51.0	+/-	43.3	-/+

*Green colour indicates the principles **only partially implemented**, while yellow indicates the principles **not implemented at all**. Blue boxes indicate improved implementation. Red boxes indicate worse implementation.

The data provided in the Table show that the following principles have been fully implemented (+/+):

- **Ethical and professional issues**
 - Research freedom
 - Accountability
- **Employment and social insurance conditions**
 - Stability and permanence of employment

The principles implemented to a considerable degree (+/-):

- **Ethical and professional issues**
 - Ethical principles
 - Professional responsibility
 - Professional attitude
 - Contractual and legal obligations
 - Good practice in research
 - Dissemination, exploitation of results
 - Public engagement
 - Evaluation/appraisal system
- **Recruitment**
 - Recruitment (Charter principles)
 - Recruitment (Code principles)
 - Selection (Code principles)
 - Transparency (Code principles)
 - Judging merit (Code principles)
 - Recognition of qualifications (Code principles)
 - Seniority (Code principles)
 - Postdoctoral appointments (Code principles)
- **Employment and social insurance conditions**
 - Research environment
 - Working conditions
 - Funding and salaries

- Gender balance
- Co-authorship
- Participation in decision-making bodies

Principles implemented partially (-/+):

- **Ethical and professional issues**
 - Non-discrimination (*in fact, the responses show that the principle has been implemented to a considerable degree – see below*)
- **Recruitment**
 - Variations in the chronological order of CVs (Code principle)
 - Recognition of mobility experience (Code principle)
- **Employment and social insurance conditions**
 - Recognition of the profession
 - Career development
 - Value of mobility
 - Intellectual Property Rights
 - Teaching
 - Complaints/appeals
- **Training and development**
 - Relations with supervisors
 - Supervision and managerial duties
 - Continuing professional development
 - Access to research training and continuous development
 - Supervision

Principle has not been implemented (-/-):

- **Employment and social insurance conditions**
 - Access to career advice

Thus, in the respondents' opinion, 25 principles were implemented fully or to a large extent. Fourteen principles were partially implemented, and only one principle was considered not to have been implemented. It should be noted that positive answers to questions regarding the principle of non-discrimination (questions 16, 17, 18) should be interpreted as indicating that this principle was implemented to a large extent. According to 21. 3% of the respondents, there are cases of discrimination at the University, such as those based on gender, age, sexual orientation, worldview, or political beliefs (question 16). Additionally, 37. 9% of respondents stated that they were treated unfairly by their superiors or colleagues at the University (question 17), while 58. 3% are aware that one of their colleagues felt they were treated unfairly (question 18). Despite the relatively high indicators regarding the principle of non-discrimination, almost half (49. 7%) of respondents believe that the University has procedures to counteract inequality or discrimination (question 19). This percentage has increased slightly compared to the previous survey in 2022 (44. 3%), which

may indicate that more people are becoming familiar with the existing procedures, thereby increasing the chance to reduce phenomena considered discrimination. Appropriate actions have already been taken to eliminate inequality or discrimination completely. Among others, by order no. 44/2021 of the Rector of the Hugo Kollataj University of Agriculture in Kraków dated 22 April 2021, the Rector's Commission for the Gender Equality Plan was established. The primary and overarching task of the Commission was to develop and implement the "Gender Equality Plan," which should positively impact various aspects of the University's functioning, including the comfort of work and study. While acknowledging the cases of discrimination reported by respondents, it should be emphasised that these feelings are personal, and each case should be considered individually.

The respondents' answers indicate a slightly better perception of the recruitment process at the University of Agriculture in Krakow compared to the assessment from 2022. Improvements were noted in **the recognition of qualifications (provision of the Code)** (54.1%) and recruitment for **positions for employees with a doctoral degree (provision of the Code)** (53.5%). Therefore, it can be assumed that these principles have been implemented to a large extent. However, the recognition of **variations in the chronological order of CVs (provision of the Code)** (question 31) (47.5% of positive answers) and **recognition of mobility experience (provision of the Code)** (question 32) (37.8% of positive answers) in the recruitment process are still insufficient. Nevertheless, it should be emphasized that a significant percentage of responses were *Difficult to state unequivocally* and *I have no opinion*, which can be explained by the fact that a large number of respondents did not go through the recruitment process in the analyzed period and do not have detailed knowledge of its course.

A slightly lower indicator of the implementation of the principle of **recognition of the profession**, compared to the study conducted in 2022, may suggest that the University's academic staff are not fully satisfied with their social perception as professionals, particularly in the agricultural sector. This could be a subjective feeling or a reflection of a broader issue, which is sometimes insufficient trust from practice representatives in the competencies of some academic staff who lack adequate practical experience.

The results also indicate insufficient implementation of the principle of professional career development (questions 45, 46, 47, 48) (39.4% of positive responses). Concerning this principle, there was no significant change in the respondents' responses compared to the 2022 survey. Respondents still have some reservations about the effectiveness of the staff exchange system (employment of young scientists) (question 47) (27.1% of positive responses). On the other hand, the system of support for the professional and scientific development of people with disabilities (question 48) is rated more positively (41.7% of positive responses). This is likely related to the actions taken by the University in support of employees and students with disabilities.

Similarly to the previous survey, respondents still point to the need for greater support for the mobility of University employees, which results from the answers on the degree of implementation of **the value of mobility** principle (question 49) (49.0% of positive answers).

Still, only 19.4% of respondents positively answered whether academics at any stage of their career can take advantage of career counselling offered by the University (question 50). This indicates that the principle of access to **career advice** has not been implemented. However, it is

important to note that the combined share of responses "*It is hard to say*" and "*I have no opinion*" amounted to over 50%, suggesting that employees with permanent positions at the University do not feel the need to utilise career counselling and are therefore uninterested in these matters.

The perception of respect for and protection of **intellectual property rights**, including participation in funds obtained from commercialization, has slightly deteriorated compared to the results obtained in 2022 (48.9% of positive responses).

According to the respondents, the teaching duties of the University's research staff are still too little appreciated (remunerated and included in the periodic assessment) (question 55) (29.0% of positive answers), which means that the level of implementation of **the teaching principle** should be considered as not fully satisfactory.

The survey results also indicate an unsatisfactory implementation of **the complaint/appeal principle** (question 56) (35.0% of positive responses), however, a significant share of responses were responses "*It is hard to say*" and "*I have no opinion*" (approximately 40%). This may be due to poor knowledge of the procedures for handling complaints/appeals from researchers, including issues related to conflicts between supervisors and novice researchers, or the lack of encountering problems in their professional work that required the use of such procedures.

The answers provided suggest incomplete implementation of the principles in the category of **Training and development** (approx. 40–50% of positive answers). According to the respondents, the system of support for the professional and scientific development of doctoral students and young scientists existing at the University, including the actions of the management staff and scientific supervisors, does not provide young employees with the conditions for scientific development that they expect. Incomplete satisfaction was also expressed with access to **research training and opportunities for continuous professional development**.

In the summary of the survey analysis, it is worth noting the significant share of responses "*It is hard to say*" and "*I have no opinion*." This fact should be taken into account when making the final interpretation of the obtained results. This probably indicates the need to improve the effectiveness of information activities in various aspects of the University's functioning that are important for employees. It also seems that some differences, both positive and negative, between the survey results in 2022 and 2024 may stem from the fact that the answers were provided by different people who may perceive certain problems differently. The results of the survey conducted among employees of the University of Agriculture in Krakow regarding the level of implementation of the principles stemming from the European Charter for Researchers and the related Code of Conduct for the Recruitment of Researchers are also related to changes in central-level regulations introduced at the national level. These changes, which determine the legal and organizational framework for the functioning of scientific institutions, significantly shape the process of implementing the principles specified in international documents. National regulations have a direct impact on the pace and scope of adapting the university's internal procedures to European standards.

4. Analysis of legal acts

Table. Analysis of generally applicable legal acts and internal legal acts of the Hugo Kołłątaj University of Agriculture (UAK) in terms of their compliance with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (rules of EKN and KP from 1-40), as of March 14, 2025.

Mandatory legal acts relevant for the application of the principles of the Charter and the Code	The UAK's internal legal acts relevant for the application of individual principles	Remedial and improvement actions needed at the UAK	The entity implementing corrective actions
<p>1. Research freedom</p> <p><i>Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision / guidance / management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text	1. The Statute of the University of Agriculture in Krakow; 2. Resolution 29/2015 of the UAK's Senate adopting the Rules on the Management of Copyrights and Related Rights and Industrial	Recommendation: 1. conducting regular training courses for employees on the policy of open access to scientific publications along with research	Vice-Rector for Science; Rector's Plenipotentiary for Open Access Policy.

<p>Dz.U. [Journal of Laws] of 2025, item 24, as amended);</p> <p>3. The Act on Accountability for a Breach of Public Finance Discipline of 17th December 2004 (consolidated text Dz.U. [Journal of Laws] of 2024, item 104, as amended);</p> <p>4. The Act on Combating Unfair Competition of 16th April 1993 (consolidated text: Dz.U. [Journal of Laws] of 2022, item 1233, as amended);</p> <p>5. The Act on the Protection of Data Bases of 27th July 2001 (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1061, as amended);</p> <p>6. The Civil Code Act of 23rd April 1974 (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1061, as amended);</p> <p>7. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227, as amended);</p> <p>8. The Public Finance Act of 27th August 2009 (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1530, as amended);</p> <p>9. The Public Procurement Act of 11th September 2019 (Dz.U. [Journal of Laws] of 2024, item 1320, as amended);</p>	<p>Property Rights and the Commercialisation of the Results of Scientific Research and Development Work;</p> <p>3. Ordinance 10/2015 of the UAK's Rector on implementing the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Outcomes of Scientific Research and Development Work;</p> <p>4. Resolution 185/2019 of the UAK's Senate amended by Senate Resolution 22/2023 on the adoption of the Organizational Regulations of the Technology Transfer Center;</p> <p>5. Ordinance 180/2019 of the UAK's Rector implementing on the introduction of the Technology Transfer Centre Regulations; amended by Senate Resolution No. 22/2023;</p> <p>6. Ordinance 234/2020 of the UAK's Rector on the Implementation of the Policy of Open Access to Scientific Publications and Research Data of the UAK's Employees and Doctoral Students.</p>	<p>data obtained in research entities of the UAK;</p>	
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<p>10. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2023, item 1170, as amended);</p> <p>11. The Code of the National Science Centre on Research Integrity and Applying for Research Funding (Annex 1 to Resolution 39/2016 of the NCN Council of 11th May 2016);</p> <p>12. Recommendations for research involving human participation;</p> <p>13. The Code of Ethics for Researchers (Annex to Resolution of the General Assembly of the Polish Academy of Sciences (PAN) of 5th December 2024);</p> <p>14. Best Practices for Peer Review in Science (developed by the Committee of Ethics in Science operating under the aegis of the Ministry of Science and Higher Education in the years 2009-2010);</p> <p>15. The Code of Ethics for Beneficiaries and Candidates in Programmes of the Foundation for Polish Science (adopted in Resolution 10/2020 of the Foundation's Executive Board of 22nd January 2020);</p> <p>16. The Code of Best Practice in Schools of Higher Education, developed by the Polish Rectors Foundation and adopted on 9th June 2022 by the plenary</p>	<p>7. Resolution 78/2023 of the UAK's Senate on the adoption of the Regulations on the use of research infrastructure of the University of Agriculture in Krakow. Announcement 5/2023;</p> <p>8. Ordinance 110/2024 of the UAK's Rector on planning scientific activities at the University of Agriculture in Kraków.</p>		
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assembly of the Conference of Rectors of Academic Schools in Poland (CRASP);			
<p style="text-align: center;">2. Ethical principles</p> <p style="text-align: center;"><i>Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.</i></p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2015, item 24 3. The Act on Microorganisms and Genetically Modified Organisms of 30th June 2000 (Dz.U. [Journal of Laws] of 2002, item 546, as amended); 4. The Industrial Property Law Act (consolidated text: Dz.U. [Journal of Laws] of 2023, item 1170, as amended); 5. The Act on Protection of Animals Used for Scientific and Teaching Purposes of 15th January 2015 (consolidated text Dz.U. [Journal 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. The UAK's Development Strategy; 3. Resolution 29/2015 of the UAK's Senate adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and the Commercialisation of the Results of Scientific Research and Development Work; 4. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Outcomes of Scientific Research and Development Work; 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. implementation of the Code of Ethics; 2. introduction of an obligation to become acquainted with the Code of Ethics for Academic Teachers in the UAK's Workplace Rules; 	<p>Vice-Rector for Science, Vice-Rector for General Affairs.</p>

<p>of Laws] of 2023, item 1580, as amended);</p> <p>6. The Code of Ethics for Researchers (Annex to Resolution 2/2020 of the General Assembly of the Polish Academy of Sciences (PAN) of 5th December 2024);</p> <p>7. The Code of the National Science Centre on Research Integrity and Applying for Research Funding (Annex 1 to Resolution 39/2016 of the NCN Council of 11th May 2016);</p> <p>8. Recommendations for research involving human participation;</p> <p>9. The Code of Ethics for Beneficiaries and Candidates in Programmes of the Foundation for Polish Science (adopted in Resolution 10/2020 of the Foundation's Executive Board of 22nd January 2020);</p> <p>10. The Code of Best Practice in Schools of Higher Education, developed by the Polish Rectors Foundation and adopted on 9th June 2022 by the plenary assembly of the Conference of Rectors of Academic Schools in Poland (CRASP);</p>	<p>5. Resolution 23/2023 of the UAK's Senate adopting the Doctoral School Regulations;</p> <p>6. Resolution 38/2023 of the UAK's Senate regarding the approval of the Ethics Regulations of the Community of the University of Agriculture in Krakow. Announcement 3/2024;</p>		
<p>3. Professional responsibility</p>			

<p><i>Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.</i></p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Civil Code Act of 23rd April 1964 (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1061, as amended); 3. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227); 4. The Criminal Code Act of 6th June 1997 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1444, as amended); 5. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2025, item 24); 6. The Act on Combating Unfair Competition of 16th April 1993 (consolidated text: Dz.U. [Journal of Laws] of 2022, item 1233, as amended); 7. The Industrial Property Law Act 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Resolution 29/2015 of the UAK's Senate adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work; 3. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work; 4. Resolution 185/2019 of the UAK's Senate amended 22/2023 on adopting the Organisational Rules for the Technology Transfer Centre; 5. Ordinance 185/2019 of the UAK's Rector implementing the 	No recommendations.	

<p>of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2023, item 1170, as amended);</p> <p>8. The Code of Ethics for Researchers (Annex to Resolution of the General Assembly of the Polish Academy of Sciences (PAN) of 5th December 2024);</p> <p>9. The Code of the National Science Centre on Research Integrity and Applying for Research Funding (Annex 1 to Resolution 39/2016 of the NCN Council of 11th May 2016);</p> <p>10. Best Practices for Peer Review in Science (developed by the Committee of Ethics in Science operating under the aegis of the Ministry of Science and Higher Education in the years 2009-2010);</p> <p>11. The Code of Best Practice in Schools of Higher Education, developed by the Polish Rectors Foundation and adopted on 26th April 2007 by the plenary assembly of the Conference of Rectors of Academic Schools in Poland (CRASP);</p>	<p>Organisational Rules for the Technology Transfer Centre;</p> <p>6. Ordinance 61/2019 of the UAK's Rector on establishment of the Project Support Administrative Centre;</p> <p>7. Ordinance 75/2023 of the UAK's Rector on the Rules for the Distribution of Subsidy Funds Allocated to the Science Financing at the UAK;</p> <p>8. Resolution 23/2023 of the UAK's Senate adopting the Doctoral School Regulations;</p> <p>9. Ordinance 110/2024 of the UAK's Rector on planning scientific activities at the Agricultural University in Krakow.</p>		
<p style="text-align: center;">4. Professional attitude</p> <p><i>Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.</i></p>			

<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Public Finance Act of 27th August 2009 (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1530, as amended); 3. The Act on Accountability for a Breach of Public Finance Discipline of 17th December 2024 (consolidated text Dz.U. [Journal of Laws] of 2021, item 104, as amended); 4. The National Centre of Research and Development Act of 30th April 2010 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1170, as amended); 5. The Act of 29th April 2022 laying down the rules on the implementation of cohesion policy programmes financed under 2021-2027 Financial Perspective (consolidated text: Dz.U. [Journal of Laws] of 2022, item 1070, as amended); 6. The Public Procurement Act of 11th September 2019 (Dz.U. [Journal of Laws] of 2024, item 1320, as amended); 7. Best Practices for Peer Review 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. The UAK's Development Strategy; 3. Ordinance 78/2014 of the UAK's Rector on the establishment of the Amount and Method of Distribution of the UAK's Indirect Costs for Research and Development Activities and Projects Financed from External Sources; 4. Resolution 29/2015 of the UAK's Senate adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work; 5. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work; 6. Ordinance 89/2020 of the UAK's Rector amended 120/2020 on the introduction of the Regulations on 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. review of existing principles and mechanisms of research financing in UAK and conducting training/information campaigns in UAK for all employees. 	<p>Vice-Rector for Science</p>
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in Science (developed by the Committee of Ethics in Science operating under the aegis of the Ministry of Science and Higher Education in the years 2009-2010);	<p>the Registration of Commissioned Research Projects and Consortia;</p> <p>7. Resolution 29/2015 of the UAK's Senate on the adoption of the Regulations on the use of research infrastructure of the University of Agriculture in Kraków. Announcement 5/2023;;</p> <p>8. Ordinance 111/2024 of UAK's Rector implementing the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Krakow;</p> <p>9. Ordinance 110/2024 of UAK's Rector on planning scientific activities at the Agricultural University of Krakow.</p>		
<p style="text-align: center;">5. Contractual and legal obligations</p> <p><i>Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended);	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Resolution 29/2015 of the UAK's Senate adopting the Rules on the Management of Copyrights and Related Rights and Industrial</p>	<p>Recommendations:</p> <p>1.delivering a series of trainings on copyrights, related rights and industrial property rights management and</p>	

<p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227, as amended);</p> <p>3. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2023, item 24);</p> <p>4. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2023, item 1170, as amended);</p>	<p>Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work;</p> <p>3. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work;</p> <p>4. Resolution 185/2019 of the UAK's Senate amended by Senate Resolution 22/2023 on the adoption of the Organizational Regulations of the Technology Transfer Center;</p> <p>5. Ordinance 180/2019 of the UAK's Rector implementing on the introduction of the Technology Transfer Centre Regulations; amended by Senate Resolution No. 22/2023;</p> <p>4. Ordinance 55/2022 of the UAK's Rector on securing the financial interests of the UAK in the consortium agreements as part of R&D projects.</p>	<p>on commercialisation principles.</p>	
<p style="text-align: center;">6. Accountability</p>			

<p><i>Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.</i></p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Public Finance Act of 27th August 2009 (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1530, as amended); 3. The National Science Centre Act of 30th April 2010 (consolidated text Dz.U. [Journal of Laws] of 2023, item 153, as amended); 4. The Act of 29th April 2022 laying down the rules on the implementation of cohesion policy programmes financed under 2021-2027 Financial Perspective (consolidated text: Dz.U. [Journal of Laws] of 2022, item 1070, as amended); 5. Cost Eligibility Guidelines under the European Regional Fund, the European Social Fund and the Cohesion Fund for 2021-2027; 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 220/2019 amended 222/2019 of UAK's Rector on the Principles of Implementation and Administrative Support of Projects and Ordered Research at the UAK. 3. Ordinance 89/2020 amended 120/2020 of UAK's Rector implementing the Regulations for the Registration of Projects, Ordered Research and Consortium Contracts; 4. Ordinance 224/2020, amended 11/2024, of the UAK's Rector on the implementation of Public Procurement Rules and Rules of Procedure for Tender Committees; 5. Ordinances 175/2019, 229/2020, 43/2022, 41/2023 of UAK's Rector implementing the Workplace Rules in the University of Agriculture in Krakow; 	No recommendations.	

	6. Ordinance 68/2022 of UAK's Rector on the appointment of the Rector's Committee for Social Responsibility of the UAK. 7. Ordinance 90/2024 of UAK's Rector implementing the Organisational Rules; 8. Ordinance 117/2024 of the UAK's Rector on the implementation at the University of Agriculture in Krakow of the Procedure for reporting violations of the law and taking follow-up actions according to the Act of 14 June 2024 on the protection of whistle-blowers; 9. Ordinance 110/2024 of the UAK's Rector on planning scientific activities at the University of Agriculture in Krakow; 10. Ordinance 102/2024 of the UAK's Rector on the introduction of the Instructions for the procedure for planning public procurement at the University of Agriculture.		
<p style="text-align: center;">7. Good practice in research</p> <p><i>Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.</i></p>			

<ol style="list-style-type: none"> 1. The Personal Data Protection Act of 10th May 2018 (consolidated text Dz.U. [Journal of Laws] of 2021, item 1781, as amended); 2. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation (GDPR)); 3. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227); 4. The Fire Protection Act of 24th August 1991 (consolidated text Dz.U. [Journal of Laws] of 2025, item 188); 5. Chemical Substances and Mixtures Act of 25th February 2011 (consolidated text Dz.U. [Journal of Laws] of 2022, item 632, as amended); 6. The Classified Information Protection Act of 5th August 2010 (consolidated text Dz.U. [Journal of Laws] of 2024, item 632, as amended); 7. The Act on the Protection of Data Bases of 27th July 2001 (consolidated 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 68/2013 of UAK's Rector on waste management; 3. Ordinance 18/2014 of UAK's Rector on the Performance of Activities in the Field of Fire Protection and Evacuation of Employees and Students; 4. Ordinance 23/2014 of UAK's Rector on Work Safety with Hazardous Chemical Substances and Their Mixtures as well as Chemical Hazardous Substances and their Mixtures; 5. Ordinance 172/2019 of UAK's Rector on the implementation of the Instruction on the Safe And Hygienic Use of the UAK's Premises and Technical Equipment and on the Rules of Conduct in the Event of an Accident or Breakdown; 6. Ordinance 95/2020 of UAK's Rector on the Management of Research and Teaching Equipment at the UAK; 7. Ordinances 175/2019, 229/2020 of UAK's Rector implementing the Workplace Rules; 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. an annual review of the documents used at the UAK and elimination of procedural gaps, if any, in particular as regards protection and retrieval of IT data; 2. introduction of principles for occupational risk assessment at work stations and ensuring that all employees sign a declaration on having become acquainted with the occupational risks involved in their respective job positions; 3. amendment to the ordinance on personal protection equipment; work clothes and footwear at the place of work and learning, and expected useful life periods; 4. introduction of the rules for periodical tests and inspections of installations and functional and protective equipment and devices fitted in buildings. 	<p>Chancellor, Rector, Main IT Officer, Personal Data Protection Officer, Health and Safety Specialist.</p>
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<p>text: Dz.U. [Journal of Laws] of 2024, item 1769, as amended);</p> <p>8. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2025, item 24);</p> <p>9. The Act on Access to Public Information of 6th September 2001 (consolidated text Dz.U. [Journal of Laws] of 2022, item 902, as amended);</p> <p>10. The Regulation of the Council of Ministers of 21th May 2024 on National Interoperability Framework; the minimum requirements for public records and the exchange of electronic information, and on the minimum requirements for ICT systems (consolidated text Dz.U. [Journal of Laws] of 2024, item 773, as amended);</p> <p>11. The Regulation of the Minister of Labour and Social Policy of 26th September 1997 on general occupational health and safety regulations (consolidated text: Dz.U. of 2003, No. 169, item 1650, as amended);</p> <p>12. The Regulation of the Minister of Science and Higher Education</p>	<p>8. Ordinance 61/2021 of the UAK's Rector on reimbursing the costs of purchase of corrective glasses to employees working in positions equipped with display monitors;</p> <p>9. Statement 4/2015 on the of the UAK's Rector on the use of the purchased research and teaching equipment, laboratory equipment and newly constructed buildings and renovated premises financed / co-financed by the European Union and other agreements containing a clause prohibiting their use for commercial purposes;</p> <p>10. Ordinance 101/2022 of the UAK's Rector n the principles of allocation of personal protective equipment, work clothing and footwear.</p>		
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<p>of 30th October 2018 on ensuring healthy and safe conditions of work and education t universities (Dz.U. [Journal of Laws] of 2018, item 2090);</p> <p>13. The Act on Occupational Medicine Service of 27th June 1997 (consolidated text Dz.U. [Journal of Laws] of 2022, item 437, as amended);</p> <p>14. The Regulation of the Minister of Health of 26th July 2024 concerning chemical substances, mixtures, and carcinogenic or mutational agents or processes at workplace (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1126 as amended);</p> <p>15. The Regulation of the Minister of Family, Labour and Social Policy of 29th June 2016 concerning occupational and health safety in works involving exposure to electromagnetic field (consolidated text: Dz.U. [Journal of Laws] of 2018, item 331);</p> <p>16. The Regulation of the Minister of Family, Labour and Social Policy of 27th May 2016 concerning occupational and health safety</p>			
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<p>in works involving exposure to optical radiation (consolidated text: Dz.U. [Journal of Laws] of 2013, item 1619);</p> <p>17. The Regulation of the Minister of Economy and Labour of 5th August 2005 concerning occupational and health safety in works involving exposure to noise and mechanical vibration (consolidated text: Dz.U. [Journal of Laws] of 2005, No. 157, item 1318);</p> <p>18. The Regulation of the Minister of Health of 22nd April 2005 on biological agents harmful to health at workplace and protection of employees exposed to the same at workplace (Dz.U. [Journal of Laws] of 2005, No. 81, item 716, as amended);</p> <p>19. The Regulation of the Minister of Economy of 21st October 2008 laying down key requirements concerning machinery (Dz. U. [Journal of Laws] No. 199, Item 1228, as amended);</p> <p>20. The Regulation of the Minister of Economy of 30th October 2002 laying down the minimum occupational health and safety requirements for the operation of machinery by employees as part</p>			
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<p>of their work (Dz. U. [Journal of Laws] No. 191, Item 1596, as amended);</p> <p>21. The Regulation of the Minister of Health and Social Policy of 30th May 1996 concerning medical check-ups of employees, scope of employee health prophylaxis and medical certificates issued for the purposes prescribed in the Labour Code (consolidated text: Dz.U. [Journal of Laws] of 2023, item 603, as amended);</p> <p>22. The Regulation of the Minister of Health of 2nd February 2011 on examining and measuring agents harmful to health at workplace (Dz.U [Journal of Laws] of 2023, item 419, as amended).</p> <p>23. The Regulation of the Minister of Family, Labour and Social Policy of 12th June 2018 on maximum permissible concentrations and intensities of agents harmful to health at workplace (Dz. U [Journal of Laws] No. 2018, item 1286, as amended).</p> <p>24. The Regulation of the Minister of Labour and Social Policy of 14th March 2000 concerning occupational and health safety in manual transport work (consolidated text: Dz.U.</p>			
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<p>[Journal of Laws] of 2018, item 1139, as amended);</p> <p>25. The Regulation of the Minister of Labour and Social Policy of 1st December 1998 concerning occupational health and safety at workstations equipped with display monitors (consolidated text: Dz.U. [Journal of Laws] of 2025, item 58);</p> <p>26. The Regulation of the Minister of Labour and Social Policy of 28th May 1996 specifying jobs requiring special mental and physical skills (consolidated text: Dz.U. [Journal of Laws] of 1996, No. 62, item 287, as amended);</p> <p>27. The Regulation of the Minister of Economy and Labour of 27th July 2004 concerning occupational health and safety trainings (Dz. U. [Journal of Laws] of 2004, item 1327, as amended);</p> <p>28. The Regulation of the Council of Ministers of 30th June 2009 on occupational diseases (consolidated text: Dz.U. of 2022, item 1836, as amended);</p> <p>29. The Regulation of the Minister of Health of 30th December 2004 on occupational health and safety</p>			
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<p>in works involving exposure to chemical agents (Dz. U. [Journal of Laws] of 2016, No. 11, item 1488, as amended);</p> <p>30. The Regulation of the Council of Ministers of 3rd April 2017 specifying the list of works onerous, dangerous or harmful for pregnant or breastfeeding women (Dz.U. [Journal of Laws] of 2017, item 796, as amended);</p> <p>31. The Regulation of the Council of Ministers of 1st July 2009 laying down the procedures for determining the circumstances and causes of accidents at work (Dz. U. [Journal of Laws] of 2009, No. 105, Item 870, as amended);</p> <p>32. The Regulation of the Minister of Infrastructure of 12th April 2002 laying down the technical conditions to be satisfied by buildings and their location, (Dz.U. [Journal of Laws] of 2022, item 1225, as amended);</p> <p>33. The Act on Micro-Organisms and Genetically Modified Organisms of 22nd June 2001 (Dz.U. [Journal of Laws] of 2022, item 546, as amended);</p> <p>34. The Act of 15th January 2015 amending the Act on Genetically</p>			
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<p>Micro-Organisms and Genetically Modified Organisms and Certain Other Acts (Dz.U. [Journal of Laws] of 2015, item 277);</p> <p>35. The Regulation of the Minister of Internal Affairs and Administration of 7th June 2010 concerning fire protection of buildings, other civil structures and locations (Dz.U. [Journal of Laws] of 2023, item 822, as amended);</p> <p>36. The Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation (GDPR)) (OJ L 119, 4.5.2016, p. 1, as amended); 38. The Act concerning Access do Genetic Resources and Distribution of Benefits from the Use thereof of 19th July 2016 (Dz.U. [Journal of Laws] of 2016, item 1340);</p> <p>37. Act of 19 July 2016 on access to genetic resources and sharing benefits from their use (Dz.U.; Journal of Laws of 2019, item 1594, as amended).</p>			
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8. Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 1571, as amended); 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2025, item 24); 3. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 324, as amended); 4. The National Centre of Research and Development Act of 30th April 2010 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1170); 5. The Act on Access to Public Information of 6th September 2001 (consolidated text Dz.U. [Journal of Laws] of 2022, item 902, as amended); 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Resolution 29/2015 of the UAK's Senate adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work; 3. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work; 4. Ordinance 113/2024 of the UAK's Rector on the central system for recording and archiving the scientific achievements of employees, doctoral students and students of the University of Agriculture in Krakow. 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. modernization and upgrade of the English language website of the UAK; 2. creating a team in charge or rankings and of building the UAK's image; 	<p>Chancellor with cooperation with Main IT Officer, Vice-Rector for Cooperation</p>
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9. Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended);</p> <p>2. The Act on Access to Public Information of 6th September 2001 (consolidated text Dz.U. [Journal of Laws] of 2022, item 902, as amended);</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. The UAK's Development Strategy for 2021-2025;</p> <p>3. Ordinance 115/2024 of UAK's Rector on the establishment of the Rector's Commission for International Accreditation at the University of Agriculture;</p> <p>4. Ordinance 90/2024 of UAK's Rector on the introduction of the Organisational Regulations of the University of Agriculture in Krakow.</p>	<p>Recommendations:</p> <ol style="list-style-type: none"> regular updating of information on achievements of researchers, published on the UAK's website and the media; increasing the UAK's budget for promotion of science and researchers' achievements; preparation of the English language website of the UAK; intensifying activities related to the promotion of science and scientists' achievements. 	<p>Chancellor with cooperation with Main IT Officer, Vice-Rector for Science, Vice-Rector for Cooperation</p>
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10. Non-discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended);</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinances 171/2019, 229/2020 of UAK's Rector implementing the Workplace Rules;</p>	<p>Recommendations:</p> <ol style="list-style-type: none"> publishing of the information on identification and prevention of bullying, discrimination and corruption and consequences 	<p>Vice-Rector for General Affairs, Rector's Plenipotentiary for People with Disabilities</p>
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<p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227, as amended);</p> <p>3. Guidelines for the implementation of the equality principle within the framework of EU funds for 2021–2027.</p>	<p>3. Ordinance 9/2022 of the UAK's Rector on the implementation of the Gender Equality Plan; and Ordinance 119/2024.</p> <p>4. Ordinance 15/2022 of UAK's Rector on the appointment of the Rector's Delegate for Gender Equality;</p> <p>5. Ordinance 81/2022 of the UAK's Rector on the introduction of the Action Strategy of the University of Agriculture in Krakow to improve accessibility for people with special needs for 2022–2025;</p> <p>6. Ordinance 90/2022 of the UAK's Rector on the introduction of an Internal Anti-Mobbing Policy at the University of Agriculture in Krakow;</p> <p>7. Ordinance 117/2022 of the UAK's Rector on the implementation at the University of Agriculture in Krakow of the Procedure for reporting violations of the law and taking follow-up actions according to the Act of 14 June 2024 on the protection of whistle-blowers.</p>	<p>of such behaviours on the UAK's website;</p> <p>2. introductions of disability awareness trainings;</p> <p>3. amending the internal policy on prevention of bullying, discrimination and corruption.</p>	
<p style="text-align: center;">11. Evaluation/appraisal systems</p> <p><i>Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results,</i></p>			

<i>e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.</i>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227); 3. The Regulation of the Minister of Science and Higher Education of 23rd January 2019 on awards granted by the minister competent in matters of higher education and science (Dz.U. [Journal of Laws] of 2021, item 2286); 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 5/2020 of the UAK's Rector setting forth detailed criteria for evaluation of the UAK's academic teachers as regards their research, teaching and organisational activities in the years 2020-2022; 3. Analysis of the state of science at UAK of 05/10/2017 – study by the Senate Committee for Science and International Cooperation; 4. Ordinance 121/2022 of the UAK's Rector on the detailed criteria for the periodic evaluation of academic teachers at the University of Agriculture in Kraków for the years 2023–2025; 5. Ordinance 112/2024 of the UAK's Rector on the assessment of the scientific activity of academic teachers, scientific disciplines and organizational units at the Agricultural University of Krakow; 6. Ordinance 110/2024 of the UAK's Rector on planning scientific activities at the University of Agriculture in Krakow; 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. inclusion in the evaluation criteria for academic staff: teaching activities and scientific care for students and doctoral students, dissemination activities, as well as mobility and national and international cooperation 	Vice-Rector for General Affairs

	7. Ordinance 76/2024 of the UAK's Rector on the appointment of the Rector's Plenipotentiary for the Analysis of Scientific Activities.		
<p align="center">12. Recruitment (based on the Charter)</p> <p><i>Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2024, item 1571, as amended); 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2025, item 227); 3. Guidelines on the eligibility of expenditure under the European Regional Development Fund, the European Social Fund and the Cohesion Fund for 2021-2027	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on employment of academic teachers; 3. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 4. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent	Recommendations: 1. launching an electronic recruitment system.	Vice-Rector for General Affairs

	and substantive recruitment of employees (OTM-R).		
<p align="center">13. Recruitment (based on the Code)</p> <p><i>Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.</i></p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227); 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers; 3. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 4. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R). 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. launching an electronic recruitment system. 	Vice-Rector for General Affairs

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14. Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers; 3. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 4. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment	No recommendations.	
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15. Transparency

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of UAK's Rector of 1.10.2019 on employing academic teachers;	No recommendations.	
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2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).	3. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 4. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R).		
<p style="text-align: center;">16. Judging merit</p> <p><i>The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers;	No recommendations.	

<p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).</p>	<p>3. Ordinance 189/2019 of the UAK's Rector laying down the rules on promoting academic teachers;</p> <p>4. Ordinance 121/2022 of the UAK's Rector setting forth detailed criteria for evaluation of the UAK's academic teachers as regards their research, teaching and organisational activities in the years 2023-2025;</p> <p>5. Ordinance 107/2022 of the UAK's Rector regarding the amendment of the Rector's Order No. 8/2023 regarding the principles and procedure for promoting academic teachers of the University of Agriculture in Krakow;</p> <p>6. Ordinance 76/2024 of the UAK's Rector on the appointment of the Rector's Plenipotentiary for the Analysis of Scientific Activities;</p> <p>7. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;</p> <p>8. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the</p>		
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	position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R).		
<p align="center">17. Variations in the chronological order of CVs</p> <p><i>Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers; 3. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 4. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R). 	No recommendations.	

18. Recognition of mobility experience

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 121/2022 of the UAK's Rector setting forth detailed criteria for evaluation of the UAK's academic teachers as regards their research, teaching and organisational activities in the years 2023-2025; 3. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 4. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R).	No recommendations.	
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19. Recognition of qualifications

<p><i>Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).</p> <p>2. The Act on Recognition of Professional Qualifications acquired in EU Member States of 22nd December 2015 (consolidated text: Dz.U. [Journal of Laws] of 2023, item 334, as amended);</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers;</p> <p>3. Ordinance 175/2019 of UAK's Rector, amended by 229/2020, on the implementation of the UAK's Workplace Rules;</p> <p>4. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;</p> <p>5. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R).</p>	<p>No recommendations.</p>	
<p>20. Seniority</p>			

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227); 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers; 3. Ordinance 175/2019 of UAK's Rector, amended by 229/2020, on the implementation of the UAK's Workplace Rules; 4. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 5. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R). 	No recommendations.	
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21. Postdoctoral appointments

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of longterm career prospects.

1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended).	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers; 3. Ordinance 15/2022 of the UAK's Rector on the appointment of the Rector's Delegate for Gender Equality; 4. Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 5. Ordinance 8/2023 of the UAK's Rector on the principles and procedure for the promotion of 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. information trainings for newly recruited scientists with a doctoral degree, concerning their career development and development requirements 	Vice-Rector for General Affairs, Vice-Rector for Science.
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	<p>academic teachers at the Agricultural University of Kraków;</p> <p>6. Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and merit recruitment (OTM-R);</p> <p>7. Ordinance 107/2024 of the UAK's Rector on the amendment of Ordinance 8/2023 regarding the principles and procedure for promoting academic teachers of the University of Agriculture in Krakow.</p>		
<p style="text-align: center;"><i>22. Recognition of the profession</i></p> <p><i>All researchers, at all levels of their professional /research career, should be recognised as professionals, taking into account doctoral level of studies. Competent supervision over researchers supported by unquestioned expertise and experience.</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended).</p>	<p>1. Ordinance 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules at the University of Agriculture in Krakow;</p>	No recommendations.	

2. The National Science Centre Act of 30th April 2010 (consolidated text Dz. U. [Journal of Laws] of 2023, item 153, as amended); 3. The Act on Recognition of Academic Degrees, Diplomas and Professional Titles Awarded by the Polish University Abroad of 6th February 1998 (Dz.U. [Journal of Laws] of 1998, No. 37, item 203, as amended); 4. The Act on Recognition of Professional Qualifications Acquired in EU Member States (consolidated text: Dz. U. [Journal of Laws] of 2023, item 334, as amended).	2. Ordinance 163/2019 of the UAK's Rector on the employment of academic teachers; 3. Ordinance 166/2020 of the UAK's Rector on the appointment of the Rector's Task Force for the formal assessment of the application for the award of an academic title; 4. Regulation 84/2024 of the UAK's Rector on the appointment of the Academic Ombudsman at the University of Agriculture in Krakow.		
<p style="text-align: center;">23. Research environment</p> <p><i>Ensuring the most stimulating research or research training environment, both in terms of atmosphere as well as available technical resources and formal and legal requirements of a researcher's home unit and intercollegiate research networks.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227);	1. Ordinances 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules of the UAK; 2. Ordinance 175/2021 of the UAK's Rector on the implementation in the UAK of the Rules on Awarding to UAK's Organisational Units Funds for Reconstruction, Upgrading	Recommendation: 1. annual inspections of research and technical facilities and equipment, preparation of annual reports on the condition thereof.	Chancellor

<ol style="list-style-type: none"> 3. The Regulation of the Council of Ministers of 2nd September 1997 on the occupational health and safety service (Dz. U. [Journal of Laws] of 1997, No. 109, item 704, as amended); 4. The Regulation of the Minister of Labour and Social Policy of 26th September 1997 on general occupational health and safety regulations (consolidated text: Dz. U. [Journal of Laws] of 2003, No. 169, item 1650, as amended); 5. The Regulation of the Minister of Labour and Social Policy of 1st December 1998 concerning occupational and health safety at workstations equipped with display monitors (Dz. U. [Journal of Laws] of 2025, item 58). 6. The Regulation of the Council of Ministers of 3rd April 2017 specifying the list of works onerous, dangerous or harmful for pregnant or breastfeeding women (Dz. U. [Journal of Laws] of 2017, item 796, as amended). 7. The Regulation of the Minister of Internal Affairs and Administration of 7th June 2010 concerning fire 	<p>or Purchase of New Research Equipment under Competition Procedures;</p> <ol style="list-style-type: none"> 3. Ordinance 147/2020 of the UAK's Rector concerning adoption of the Rules for Financing Research of the UAK's Doctoral Students; 4. Ordinance 75/2023 of the UAK's Rector concerning distribution of subsidies allocated to financing research at the UAK; 5. Ordinance 109/2024 of the UAK's Rector on the introduction of the Regulations for the activation of scientific activity of research, teaching and research staff of the University of Agriculture in Krakow; 6. Announcement No. 5/2023 introducing the Regulations on the use of research infrastructure of the Agricultural University of Krakow. 		
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<p>protection of buildings, other civil structures, and locations (Dz. U. [Journal of Laws] of 2023, item 822, as amended);</p> <p>8. The Regulation of the Minister of Family, Labour and Social Policy of 12th June 2018 on maximum permissible concentrations and intensities of agents harmful to health at workplace (Dz. U. [Journal of Laws] of 2018, item 1286, as amended).</p> <p>9. The Regulation of the Minister of Health of 1st August 2002 concerning the manner of documentation of occupational diseases and their consequences (consolidated text: Dz.U. [Journal of Laws] of 2024, item 1542 as amended);</p> <p>10. The Regulation of the Council of Ministers of 30th June 2009 on occupational diseases (consolidated text: Dz. U. [Journal of Laws] of 2022, item 1836);</p> <p>11. The Regulation of the Council of Ministers of 1st July 2009 laying down the procedures for determining the circumstances and causes of accidents at work (Dz. U. [Journal of Laws] of 2009, No. 105, item 870).</p>			
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12. The Regulation of the Minister of Economy and Labour of 27th July 2004 concerning occupational health and safety trainings (Dz. U. [Journal of Laws] of 2024, item 1327, as amended);			
<p style="text-align: center;">24. Working conditions</p> <p><i>Ensuring appropriate working conditions for researchers and all employees, including those with special needs (allowing for retaining work-life balance, flexible working hours, part-time working, tele-working and sabbatical leave)</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 175/2019 of the UAK's Rector, amended by 229/2020, on the implementation of the UAK's Workplace Rules; 3. Ordinance 8/2020 of the UAK's Rector implementing the Pay Regulations applicable to the UAK's Employees; 4. Ordinance 25/2024 of the UAK's Rector on the rules for reducing the required teaching hours; 5. Rector's communications concerning working time, breaks in the UAK's operation and paid holiday leaves; Regulation No. 41/2025 introduced the Remote Work Regulations. Announcements	Recommendation: 1. Review of the documents defining the rules for granting paid holiday and teleworking in the context of planned amendments to the Labour Code;	Vice-Rector for General Affairs

	regarding working hours, breaks in the functioning of the University and vacations are prepared systematically each year.		
25. Stability and permanence of employment			
<i>Ensuring stable employment to all researchers under employment contracts in compliance with Polish and European laws. Establishing mechanisms for informing researches on vertical and horizontal promotion opportunities.</i>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571 as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 15/2023 of UAK's Rector 2/2015 on the rules of employment and promotion of non-academic staff; 3. Ordinance 175/2019 of UAK's Rector, amended by 229/2020, on the implementation of the UAK's Workplace Rules; 4. Ordinance 189/2019 of the UAK's Rector laying down the rules on promoting academic teachers; 5. Ordinance 8/2023 of the UAK's Rector on the principles and procedure for the promotion of academic teachers at the Agricultural University of Kraków.	No recommendations.	
26. Funding and salaries			

<i>Ensuring that researchers enjoy stable, fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions in accordance with existing national legislation and collective bargaining agreements.</i>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227); 3. The Act on Social Insurance System of 13th October 1998 (consolidated text Dz.U. [Journal of Laws] of 2025, item 350);	1. Ordinance 175/2019 of the UAK's Rector, amended by 229/2020, on the implementation of the UAK's Workplace Rules 2. Ordinance 8/2020 of the UAK's Rector implementing the Pay Regulations applicable to the UAK's employees;	Recommendations: 1. Organizing information meetings and preparing newsletters; 2. Promoting activities supporting scientists by the UAK administration, the Science Office (SO), the Technology Transfer Center (TTC) and the Center for Administrative Support of Projects (CASP).	Vice-Rector for Cooperation, Vice-Rector for General Affairs, Vice-Rector for Science.
<i>27. Gender balance</i>			
<i>Ensure a representative gender balance at all levels of staff, regardless of the specificity of job area.</i>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 9/2022 of the UAK's Rector on the implementation of the Gender Equality Plan; 3. Ordinance 15/2022 of the UAK's Rector on the appointment of the Rector's Delegate for Gender Equality; 4. Ordinances 175/2019, 229/2020 of the UAK's Rector on the	Recommendation: 1. Implementation of activities specified in the UAK Gender Equality Plan in the field of disseminating the principles of equality;	Rector's Delegate for Gender Equality.

	implementation of the Workplace Rules of the UAK - Appendix 2 - Rules of Conduct to Prevent Bullying;		
<p style="text-align: center;">28. Career development</p> <p><i>Establishing clear and precise mechanism for defining and supporting career development process for researchers at all stages of their career, regardless of their contractual situation and other conditions. Incorporating the mechanism in the entity's HR Management Policy.</i></p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Act on Recognition of Academic Degrees, Diplomas and Professional Titles Awarded by the Polish University Abroad of 6th February 1998 (Dz. U. [Journal of Laws] of 1998, No. 37, item 203); 3. The Act on Recognition of Professional Qualifications Acquired in EU Member States of 22nd December 2015 (consolidated text: Dz. U. [Journal of Laws] of 2023, item 334, as amended); 4. The Act on Promotion of Employment and Labour Market Institutions of 20th April 2004 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 179/2019 of the UAK's Rector regarding the principles of concluding civil law contracts with professors or university professors who are not Polish citizens at the University of Agriculture in Krakow; 5. Ordinance 166/2020 of the UAK's Rector on the appointment of the Rector's Task Force for the formal assessment of the application for the award of an academic title; 6. Ordinance 121/2022 of the UAK's Rector setting forth detailed criteria for evaluation of the UAK's academic teachers as regards their research, teaching and organisational activities in the years 2023-2025; 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. development of guidelines defining and supporting the professional development of scientists at the UAK by experienced and outstanding researchers; 	Vice-Rector for Science

(consolidated text: Dz. U. [Journal of Laws] of 2025, item 214).	3. Ordinance 8/2023 of the UAK's Rector on the rules on promoting academic teachers; 4. Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on the implementation of the Rules for Enhancing Professional Skills by the UAK's Employees.		
<p style="text-align: center;">29. Value of mobility</p> <p><i>Recognising unquestionable value of geographical, intersectoral, inter- and transdisciplinary and virtual mobility. Recognising unquestionable value of mobility between the public and private sector as an important means of pursuing synergies in the area of knowledge and of enhancing professional development of researchers.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (Dz. U. [Journal of Laws] of 2025, item 227);	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 229/2020 of the UAK's Rector on the implementation of the Workplace Rules of the UAK; 3. Ordinance 21/2022 of the UAK's Rector on the implementation of the Rules for Enrolment and Participation in Foreign Fellowship Programmes Available to the UAK's Teaching as well as Teaching and Research Staff under the "The UAK's Innovative Strategic Development Programme"; 4. Ordinance 106/2024 of the UAK's Rector on the introduction of the Regulations for participation in the	Recommendation: 1. promotion activities concerning national and international mobility in order to strengthen interdisciplinary and international cooperation in scientific and research projects;	Vice-Rector for Cooperation

	<p>project: “Shaping transformation leaders – a university for competence development”;</p> <p>5. Ordinance 111/2024 of the UAK’s Rector regarding the introduction of the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Kraków;</p> <p>6. Ordinance 122/2024 of the UAK’s Rector regarding domestic trips and internships;</p> <p>7. Ordinance 123/2024 of the UAK’s Rector regarding international trips and internships;</p> <p>8. Ordinance 120/2024, amended by 15/2025, of the UAK’s Rector on improving the professional qualifications of UAK employees.</p>		
<p style="text-align: center;"><i>30. Access to career advice</i></p> <p><i>Ensuring that all researchers at any stage of their career, regardless of their contractual situation, are offered career advice and/or job placement assistance.</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571 as amended).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinance 175/2019 of the UAK’s Rector, amended by 229/2020, on</p>	<p>Recommendations:</p> <p>1. organization of training in the field of career counselling for scientists (career building,</p>	<p>Vice-Rector for Science, Vice-Rector for General Affairs</p>

	<p>the implementation of the UAK's Workplace Rules</p> <p>3. Ordinance 8/2020 of the UAK's Rector on the implementation of the Pay Regulations applicable to the UAK's Employees;</p> <p>4. Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on improving the professional qualifications of UAK employees</p>	promotion and scientific promotion);	
<p style="text-align: center;">31. Intellectual Property Rights</p> <p><i>Establishing clear and fair rules for researchers to reap the benefits of the exploitation of their research results. Ensuring mechanisms for the protection of intellectual property rights and copyrights are applied internally and in relations (resulting from cooperation agreements) with entities functioning in the social and economic environment</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended).</p> <p>2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz. U. [Journal of Laws] of 2025, item 24, as amended).</p> <p>3. The Industrial Property Law Act of 30th June 2000 (Dz. U. [Journal of Laws] of 2023, item 1170, as amended).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Resolution 29/2015 of the Senate on adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Outcomes of Scientific Research and Development Work;</p> <p>3. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the</p>	<p>Recommendation:</p> <p>1. Delivering a series of trainings to researchers on intellectual property rights.</p>	<p>Vice-Rector for General Affairs,</p> <p>Vice-Rector for Science.</p>

	<p>Results of Scientific Research and Development Work;</p> <p>4. Resolution of the University Senate 185/2019 amended by Senate Resolution 22/2023 on the adoption of the Organizational Regulations of the Technology Transfer Center;</p> <p>5. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre; amended by Senate Resolution 22/2023;</p> <p>6. Ordinance 234/2020 of the UAK's Rector on the Implementation of the Policy of Open Access to Scientific Publications and Research Data of the UAK's Employees and Doctoral Students;</p> <p>7. Resolution 78/2024 of the UAK Senate on the Rules for the Use of UAK's Research Infrastructure;</p> <p>8. Resolution 38/2024 of the UAK Senate on the Ethics Regulations of the Community of the University of Agriculture in Krakow.</p>		
32. Co-authorship			

<p><i>Informed and substantiated recognition of co-authorship as evidence of a constructive and open approach to the science and conduct of research. Developing a framework for cooperation between researchers in this respect at all stages of their career, accounting for co-authors' actual contribution.</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended).</p> <p>2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz. U. [Journal of Laws] of 2025, item 24).</p> <p>3. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz. U. [Journal of Laws] of 2023, item 1170, as amended).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Resolution 29/2015 of the UAK Senate on adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Outcomes of Scientific Research and Development Work;</p> <p>3. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work;</p>	<p>No recommendations.</p>	
<p><i>33. Teaching</i></p> <p><i>Teaching as an integral element of the process of structuring and disseminating scientific knowledge should be considered an element of researchers' career paths and, therefore, an element of periodical evaluation of researchers. Developing a mechanism for balancing teaching responsibilities of researchers so that positive value of teaching activities is retained without preventing researchers from carrying out their research activities. This applies also to time devoted by senior members of staff (with higher academic degree) to the training of early stage researchers.</i></p>			

<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227). 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinances 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules of the UAK; 3. Ordinances 116/2018, 153/2018 of the UAK's Rector laying down the rules for reducing the required teaching hours; 4. Ordinances 31/2017, 22/2022 of the UAK's Rector on the criteria for obtaining the Rector's consent for additional employment by academic teachers; 5. Resolution 113/2022 of the UAK Senate on the criteria for obtaining the Rector's consent to adopt changes to the UAK Statute regarding the internationalization of the commission appointed for the recruitment of researchers; 6. Ordinance 121/2022 of the UAK's Rector on the detailed criteria for the periodic evaluation of academic teachers at the University of Agriculture in Kraków for the years 2023–2025; 	<p>No recommendations</p>	
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	<p>7. Ordinance 76/2024 of the UAK's Rector regarding the appointment of the Rector's Plenipotentiary for the Analysis of Scientific Activities;</p> <p>8. Ordinance 25/2024 of the UAK's Rector on the principles of preparing and settling the teaching activity plan and the rates of remuneration for overtime hours from the academic year 2024/2025;</p> <p>9. Ordinance 112/2024 of the UAK's Rector on the assessment of the scientific activity of academic teachers, scientific disciplines and organizational units at the UAK;</p> <p>10. The UAK has updated its internal regulations enabling the internationalization of the commission appointed for the recruitment of research staff, by appropriately updating, by Resolution of the UAK Senate 113/2022, paragraph 111 of the University Statute on the internationalization of the commission in competition procedures;</p>		
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	11. The UAK has complied with the recommendation to include in the new periodic employee evaluation provisions concerning teaching activities and scientific supervision, dissemination activities, as well as mobility and national and international cooperation (Ordinance 121/2022).		
<p style="text-align: center;">34. Complaints/appeals</p> <p>Establishing, in compliance with national rules and regulations, transparent procedures to deal with complaints/appeals of researchers, including those concerning conflicts between supervisors and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.</p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinances 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules - Appendix 2 - Rules of Conduct to Prevent Bullying; 3. Ordinance 26/2002 of the UAK's Rector on the implementation of uniform procedures for recording and dealing with complaints and appeals;	No recommendations.	

	<ol style="list-style-type: none"> 4. Ordinance 117/2024 of the UAK's Rector on the implementation at the UAK of a Procedure for reporting breaches and irregularities and for the protection of persons reporting the same; 5. Ordinance 90/2022 of the UAK's Rector on the introduction of an internal anti-mobbing policy at the University of Agriculture in Krakow; 6. Ordinance 84/2024 of the UAK's Rector on the appointment of the Academic Ombudsman at the University of Agriculture in Krakow; 		
<p style="text-align: center;">35. Participation in decision-making bodies</p> <p>Ensuring that researchers are represented in the relevant bodies of the institutions for which they work, can actively participate in decision-making processes and effectively protect and promote their collective interests.</p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227). 3. The Trade Unions Act 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinances 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules; 3. Taking into account in the periodic assessment of an academic teacher, as part of the organisational activity, points for 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. Activating research workers to act in the University's decision-making bodies (organisation of information meetings). 	<p>Vice-Rector for Science, Vice-Rector for General Affairs</p>

of 23rd May 1991 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 440).	work in, among others, senate and rector committees, the discipline council, the senate (Ordinance 121/2022 on detailed criteria for the periodic assessment of teachers).		
<p style="text-align: center;">36. Relations with supervisors</p> <p><i>Researchers, particularly in early stages of their career, should be given an opportunity to establish a regular relationship with their supervisors and faculty/departmental representatives so as to take full advantage of the unit's potential. Such a relationship-based mechanism should include keeping records of all work progress and research findings, professional development and obtaining feedback concerning working in accordance with agreed schedules, milestones, deliverables and/or research outputs.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227);	1. The Statute of the University of Agriculture in Krakow; 2. Ordinances 175/2019229/2020 of the UAK's Rector on the implementation of the Workplace Rules; 3. Resolution 38/2023 of the UAK Senate on the adoption of the Ethics Regulations of the Community of the University of Agriculture in Krakow; 4. Resolution 23/2023 of the UAK Senate on adopting the Doctoral School Regulations; 5. Ordinance 166/2020 of the UAK's Rector regarding the appointment of the Rector's Task Force for the formal	Recommendations: 1. development of principles for assessing candidates for managerial positions at the University with regard to professional qualifications.	Vice-Rector for General Affairs, Vice-Rector for Science, Vice-Rector for Cooperation, Vice-Rector for Education

	<p>assessment of the application for the award of an academic title;</p> <p>6. The Rector's Task Force for the formal assessment of the application for the award of an academic title organised training on the promotion of academic teachers.</p>		
<p align="center">37. Supervision and managerial duties</p> <p><i>Senior researchers , particular y those holding supervisory/managerial positions, are responsible for ensuring adherence to the highest professional standards and should build up a merit-based, constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).</p> <p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinances 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules;</p> <p>3. Resolution 29/2015 of the Senate on adopting the Rules on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Outcomes of Scientific Research and Development Work;</p> <p>4. Ordinance 10/2015 of the UAK's Rector on the implementation of the Rules</p>	<p>Recommendations:</p> <p>1. Development of principles for assessing candidates for managerial positions at the University with regard to professional qualifications.</p>	<p>Vice-Rector for General Affairs, Vice-Rector for Science, Vice-Rector for Cooperation, Vice-Rector for Education</p>

	<p>on the Management of Copyrights and Related Rights and Industrial Property Rights and on the Commercialisation of the Results of Scientific Research and Development Work;</p> <p>5. Ordinance 78/2023 of the UAK's Rector on the implementation of the Rules for the Use of the UAK's Research Infrastructure;</p> <p>6. Resolution 186/2019 of the UAK Senate, amended by Resolution 22/2023, on adopting the Organisational Rules for the Technology Transfer Centre;</p> <p>7. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre;</p> <p>8. Ordinance 234/2020 of the UAK's Rector on the Implementation of the Policy of Open Access to Scientific Publications and Research Data of the UAK's Employees and Doctoral Students.</p> <p>9. Ordinance 157/2020 of the UAK's Rector on the</p>		
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	<p>implementation of the Rules for Enrolment and Participation in Postgraduate Programmes Available to the UAK's Management Staff under the "UAK's Innovative Strategic Development Programme".</p> <p>10. Resolution 78/2023 of the UAK Senate regarding the Regulations for the use of UAK research infrastructure;</p> <p>11. Resolution 23/2023 of the UAK Senate on the introduction of the Doctoral School Regulations.</p>		
<p style="text-align: center;">38. Continuing professional development</p> <p><i>Drawing researchers' attention to the need to actively seek to continually improve themselves by regularly updating and expanding their skills and competencies e.g. through formal training, workshops, conferences and e-learning.</i></p>			
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended).</p> <p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinances 175/2019, 229/2020 of the UAK's Rector on the implementation of the Workplace Rules;</p> <p>3. Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on improving the professional qualifications of UAK employees.</p>	<p>Recommendations:</p> <p>1. intensification of participation in programmes financed from external sources, aimed at enhancing professional skills of university employees, such as: UAK's Innovative Strategic Development Programme;</p> <p>2. intensifying participation in programmes financed from external resources, such as co-financing of foreign and domestic science and research fellowships for academic teachers;</p>	<p>Vice-Rector for Science, Vice-Rector for Cooperation</p>

	<ol style="list-style-type: none"> 4. Ordinance 147/2020 of the UAK's Rector concerning adoption of the Rules for Financing Research of the UAK's Doctoral Students studying in the UAK's Doctoral School; 5. Ordinance 1/2023 regarding the amendment of Ordinance 112/2022 on the introduction of the Regulations on recruitment and participation in training organized as part of the project Program for increasing the accessibility of the University of Agriculture in Kraków; 6. Ordinance 20/2023 of the UAK's Rector regarding the introduction of the Regulations for recruitment and participation in training organized as part of the project: "Find your way at UAK"; 7. Ordinance 111/2024 of the UAK's Rector regarding the introduction of the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Krakow; 8. Ordinance 109/2024 of the UAK's Rector on the 	<ol style="list-style-type: none"> 3. propagation of information on available programmes, trainings and funding opportunities. 	
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	introduction of the Regulations for the activation of scientific activities of teaching-research and research staff of the University of Agriculture in Krakow.		
<p align="center">39. Access to research training and continuous development</p> <p><i>Ensuring that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Establishing a mechanism for supervision over and review of such measures.</i></p>			
1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Research Institutes Act of 30th April 2010 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 534, as amended). 3. The Polish Academy of Sciences Act of 30th April 2010 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1796, as amended). 4. The National Science Centre Act of 30th April 2010 (consolidated text Dz. U. [Journal of Laws] of 2023, item 153, as amended).	1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 175/2019 of the UAK's Rector, amended by 229/2020, on the implementation of the Workplace Rules; 3. Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on improving the professional qualifications of UAK employees. 4. Ordinance 37/2021 of the UAK's Rector on the introduction of the Regulations on the allocation of financial resources to organizational units of the University to support scientific undertakings important for raising the level of scientific research conducted within the disciplines of economics and finance,	Recommendations: 1. Applying in programmes financed from external sources, aimed at enhancing professional skills of university employees, such as: The UAK's Innovative Strategic Development Programme; 2. Applying in programmes financed from external resources, such as co-financing of foreign and domestic science and research fellowships for academic teachers; 3. Propagation of information on available programmes, trainings and funding opportunities.	Vice-Rector for Science, Vice-Rector for Cooperation

<p>5. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227);</p>	<p>mathematics and management and quality sciences;</p> <p>5. Rector's Announcement 13/2024 on the establishment of the Rector's Commission for the Quality of Education;</p> <p>6. Ordinance 168/2021 of the UAK's Rector on the implementation of the Quality of Education Policy and the Quality of Education Assurance System;</p> <p>7. Ordinance 21/2022 of the UAK's Rector on the implementation of the Rules for Enrolment and Participation in Foreign Fellowships Programmes available to the UAK's Teaching as well as Teaching and Research Staff under the "UAK's Innovative Strategic Development Programme".</p> <p>8. Ordinance 157/2020 of the UAK's Rector on the implementation of the Rules for Enrolment and Participation in Postgraduate Programmes Available to the UAK's Management Staff under the "UAK's Innovative Strategic Development Programme".</p> <p>9. Ordinance 58/2019 of the UAK's Rector implementing the Rules for</p>		
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	<p>Enrolment and Participation in the “UAK’s Innovative Strategic Development Programme”.</p> <p>10. Ordinance 1/2023 of the UAK’s Rector on the amendment of the Rector's Ordinance 112/2022 on the introduction of the Regulations for recruitment and participation in training organized as part of the project “Program to increase accessibility of the University of Agriculture in Kraków”;</p> <p>11. Ordinance 20/2023 of the UAK’s Rector on the introduction of the Regulations for recruitment and participation in training organized as part of the project: “Find your way at UAK”;</p> <p>12. Ordinance 109/2024 of the UAK’s Rector on the introduction of the Regulations for the activation of scientific activities of research, teaching and research staff of the University of Agriculture in Krakow;</p> <p>13. Ordinance 111/2024 of UAK’s Rector implementing the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the</p>		
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	<p>University of Agriculture in Krakow;</p> <p>14. Ordinance 106/2024 of the UAK's Rector on the introduction of the Regulations for participation in the project: "Shaping transformation leaders – a university for competence development";</p> <p>15. Ordinance 63/2024 of the UAK's Rector on the introduction of the Regulations for recruitment and participation in the project entitled: "Raising the qualifications and competences of teaching staff and doctoral students in order to strengthen the quality of teaching at the University of Agriculture in Krakow";</p> <p>16. Ordinance 15/2024 of the UAK's Rector on the implementation of the Regulations for the implementation of the project "Greater potential of management and quality sciences through better use of the capital of Polish rural areas" under the "Regional Excellence Initiative" program 2024-2027.</p>		
<i>40. Supervision</i>			

<p><i>Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, and have the time, knowledge, experience to provide support.</i></p>			
<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2024, item 1571, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2025, item 227). 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 175/2019 of the UAK's Rector, amended by 229/2020, on the implementation of the Workplace Rules; 3. Ordinance 168/2021 of the UAK's Rector on the implementation of the Quality of Education Policy and the Quality of Education Assurance System; 4. Resolution 23/2023 of the UAK's Senate adopting the Doctoral School Regulations. 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. appointment – besides a direct superior and the UAK's Academic Ombudsman – in every faculty, refers to a person whom doctoral students and early-career researchers can consult regarding their professional duties. 	<p>Rector, Faculty Deans.</p>

5. GAP analysis

Members of the Rector's Commission developed a GAP list to assign units and individuals responsible for implementing the specified areas requiring improvement in the functioning of the University of Agriculture in Krakow (**the Table shows the GAP analysis for 2022 and 2024**).

	Ethical and Professional Aspects	Implementation		GAP/Implementation impediments		Initiatives undertaken/new proposals
		2022	2024	2022	2024	
1	Research freedom	++	++	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning research freedom.</p> <p>Identified gap: Although no actual gaps have been identified based on the survey's results, some improvements have been proposed.</p>	No new recommendations	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Providing regular training courses for employees in the R1-R4 groups on the open access policy for scientific publications, as well as research data obtained in the research entities of the University of Agriculture in Krakow (UAK). <p>Initiative implemented by:</p> <ol style="list-style-type: none"> 1. Resolution 78/2023 of the UAK's Senate on the adoption of the Regulations on the use of research infrastructure of the University of Agriculture in Krakow. Announcement 5/2023; 2. Ordinance 110/2024 of the UAK's Rector on planning scientific activities at the University of Agriculture in Krakow.
2	Ethical	+/-	+/-	The analysis of the documents showed that	No new recommendations	Initiative already undertaken:

	principles			<p>neither national / regional legislation nor organisational regulations impede the implementation of the principles of the European Charter for Researchers concerning ethical principles. However, some institutional regulations are missing.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been almost, but not fully, implemented. However, they highlight the need to completely implement the UAK Code of Ethics and to introduce a provision into the Work Regulations regarding the obligation to know the UAK Code of Ethics.</p>		<p>1. Work has been undertaken to prepare the Rector's ordinance on the introduction of the Code of Ethics for Researchers of the UAK and the introduction to the Work Regulations of the provision on the obligation to familiarize all employees from groups R1-R4 with this Code.</p> <p>Initiative implemented by:</p> <p>1. Resolution 38/2024 of the UAK Senate on the Ethics Regulations of the Community of the University of Agriculture in Krakow. Rector's Announcement 3/2024 Regulations of the Community Ethics of the Hugo Kołłątaj Agricultural University in Kraków.</p>
3	Professional responsibility	++	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning professional responsibility.</p> <p>The analysis of the respondents' (R1-R4) answers and legal acts shows that this principle has been fully implemented.</p>	Although the analysis of legal acts indicates the full implementation of this principle, the results of the internal survey conducted in 2024 suggest the introduction of broader activities to promote knowledge of intellectual property rights.	<p>New proposed initiative:</p> <p>1. Promotion of intellectual property rights among R1-R4 UAK employees through training in the field of intellectual property protection, organised by the Technology Transfer Centre, with particular emphasis on aspects of international procedures.</p>
4	Professional	+/-		The analysis of the documents showed that	No new recommendations	Initiative already undertaken:

	attitude			<p>neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning professional attitude. However, some institutional regulations are missing.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been almost but not fully implemented. It was found that the respondents (especially from groups R1 and R2) did not have sufficient knowledge of the principles and mechanisms of research financing in UAK.</p>		<p>1. review of the existing rules and mechanisms for financing research at the UAK and conducting training/information campaigns at the UAK for all employees from R1-R4, especially taking into account those from R1 and R2 groups.</p> <p>Initiative implemented by:</p> <p>1. Ordinance 75/2023 of the UAK's Rector on the Rules for the Distribution of Subsidy Funds Allocated to the Science Financing at the UAK;</p>
5	Contractual and legal obligations	++	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning contractual and legal obligations.</p> <p>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been proposed.</p>	<p>The survey conducted in 2022 did not identify significant gaps in the implementation of this principle; the current poll (2024) addressed to UAK employees and doctoral students showed a decrease in positive responses to the question regarding this principle, which suggests that the University should continue or even intensify the actions taken earlier.</p>	<p>Initiative undertaken:</p> <p>1. Continuation and intensification of the training cycle for all employees (R1-R4) in the field of copyright management, related rights and intellectual property rights, as well as the principles of research commercialisation.</p>
6	Accountability	++	++	<p>The analysis of the documents showed that neither national / regional legislation nor</p>	No new recommendations	No initiatives are necessary.

				<p>organisational regulations impede implementation of the principles of the European Charter for Researchers concerning accountability.</p> <p>The analysis of the respondents' answers and legal acts shows that this principle has been fully implemented.</p>		
7	Good practice in research	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning good practice in research.</p> <p>Identified gap: The questionnaire responses indicate the implementation of this principle to a large extent, however, the responses to question 10 of the questionnaire regarding the implementation of the backup strategy by the University in the event of data loss due to ICT failure, mean low effectiveness of the implementation of this solution.</p>	No new recommendations	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. Annual review of the documents functioning at the University and supplementing any identified procedural shortcomings, in particular in the field of IT data protection and recovery; 2. Introducing the principles of performing occupational risk assessment at workplaces and signing by all employees from groups R1-R4 information on getting acquainted with occupational risk; 3. Amendment to the ordinance on personal protective equipment, clothing, footwear for work and study stations, as well as the expected periods of their use; <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Introduce rules for conducting periodic inspections and tests of

						<p>installations, utilities, and safety devices in building facilities;</p> <ol style="list-style-type: none"> Ordinance 101/2022 introduced rules for the allocation of personal protective equipment, work clothing and footwear. The Human Resources Office conducts training for people being hired.
8	Dissemination, exploitation of results	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning dissemination, exploitation of results.</p> <p>Identified gap: Despite the high degree of implementation of this principle, doubts among the respondents of all groups (R1-R4) have been raised regarding the existence of an effective support system for research workers in the field of cooperation with the economy and dissemination of research results. Moreover, some issues with updating information on the University website have been identified.</p>	No new recommendations	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> Modernization of the UAK website and updating of information on this website (including the websites of faculties and university-wide units); Modernization and updating of information on English-language websites. <p>Implemented initiatives:</p> <ol style="list-style-type: none"> Ordinance 113/2024 of UAK Rector introduced a central system for recording and archiving the scientific achievements of employees, doctoral students and students of the University of Agriculture in Krakow. <p>Proposal: Appointing a team for rankings and building the academic</p>

						image.
9	Public engagement	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning public engagement.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	No new recommendations	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. Updating information on the UAK website as well as in the media about the achievements of scientific workers; 2. Modernisation and updating of information on English-language websites; 3. Intensification of activities related to the promotion of science and the achievements of scientists.
10	Non discrimination	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning nondiscrimination.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle; thus, certain improvements need to be made. Moreover, less than half of the respondents are convinced that the UAK has procedures to address inequality or discrimination events.</p>	The increase in positive responses to questions about this principle (from 35% in 2022 to 41.8% in 2024) indicates that this principle has been implemented to a large extent. Efforts to fully implement this principle should continue.	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. Continuing to provide information through the UAK websites about identifying mobbing situations, counteracting mobbing, discrimination, and corruption, along with their effects; 2. Continuing awareness training for R1-R4 and other UAK employees regarding the special needs of employees, students, and doctoral candidates, including those with disabilities. <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. The “Gender Equality Plan” was developed and implemented (Ordinance

						<p>9/2022);</p> <ol style="list-style-type: none"> 2. The Rector's Plenipotentiary for Equality and the Rector's Plenipotentiary for People with Disabilities were appointed; 3. Ordinance 117/2024 of the UAK Rector implemented the Procedures for Reporting Violations of the Law and Taking Follow-Up Actions at the University of Agriculture in Krakow, according to the Act of 14 June 2024 on the Protection of Whistleblowers; 4. Ordinance 90/2022 of the UAK Rector was implemented, regulating the Internal Anti-Mobbing Policy.
11	Evaluation/ appraisal systems	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning evaluation/ appraisal systems.</p> <p>Identified gap: Despite the satisfactory implementation of the principle concerning the evaluation systems for employees from groups R1–R4, it was noted that their periodic evaluation does not take into account teaching and scientific supervision activities, dissemination activities, as well as mobility</p>	No new recommendations	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. Amending the regulations concerning teaching activities and scientific supervision, dissemination activities, as well as mobility and national and international cooperation. <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 121/2022 amended the rules for teacher evaluation for the years 2023–2025; 2. Update of Ordinance 112/2024 of UAK Rector regarding the assessment of the scientific

				and national and international cooperation.		<p>activity of academic teachers, scientific disciplines, and organizational units at the University of Agriculture in Krakow;</p> <p>3. Update of Ordinance 110/2024 of UAK Rector on the planning of scientific activity at the University of Agriculture in Krakow;</p> <p>4. Update of Ordinance 76/2024 of UAK Rector on the appointment of the Rector's Plenipotentiary for the Analysis of Scientific Activities.</p>
Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.						
	Recruitment and Selection	Implementation		GAP/Implementation impediments		Initiatives undertaken/new proposals
		2022	2024	2022	2024	
12	Recruitment	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning recruitment.</p> <p>Identified gap: Although the current recruitment procedures in force at UAK are in line with national regulations, not all principles set out in the Code have been implemented.</p>	<p>No new recommendations. The OTM-R policy was introduced in UAK.</p>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> Updating the Rector's ordinances in the context of the provisions of the new Statute of the UAK and the Organizational Regulations of the UAK; Attempting to launch an electronic recruitment system. <p>Implemented initiatives:</p> <ol style="list-style-type: none"> Implementation of the Ordinance 9/2023 of the UAK's

				<p>The responses provided in the survey questionnaire by employees from groups R1-R4 indicate that this principle has not been fully implemented. In addition, the OTM-R checklist prepared in 2022 showed that there was no OTM-R policy in place, and no template advertisement.</p>		<p>Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;</p> <p>2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).</p>
13	Recruitment (Code)	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. The OTM-R checklist prepared in 2022 (preparation phase) showed a lack of legal</p>	<p>No new recommendations. The OTM-R policy was introduced in UAK.</p>	<p>Implemented initiatives:</p> <p>1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;</p> <p>2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the</p>

				regulations containing the characteristics of R1-R4 positions, clear procedures for the committee on conducting the recruitment process for academic staff positions (groups R1-R4) and a model employment announcement containing the necessary provisions of the Code.		introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).
14	Selection (Code)	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented.</p>	No new recommendations. The OTM-R policy was introduced in UAK.	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).
15	Transparency (Code)	+/-	+/-	The analysis of the documents showed that neither national / regional legislation nor	No new recommendations. The OTM-R policy was	Implemented initiatives:

				<p>organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. The questionnaire responses indicated that the principle has not been fully implemented, particularly because there is a lack of complete information on the prospects of professional and scientific development at the University. Moreover, the OTM-R checklist showed the lack of an OTM-R policy, recruitment advertisement template and electronic recruitment system</p>	introduced in UAK.	<ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).
16	Judging merit (Code)	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Most of the respondents to</p>	No new recommendations. The OTM-R policy was introduced in UAK.	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;

				the survey indicate that this principle is implemented at the UAK, however, additional efforts have been taken to take into account the judging merit in the recruitment process.		<p>2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).</p>
17	Variations in the chronological order of CVs (Code)	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the current UAK recruitment procedures align with national and EU regulations, not all principles specified in the Code have been fully implemented. Some limitations in the recruitment process at UAK are indicated by responses regarding the extent of implementation of these principles. Respondents point to the inadequate consideration of additional achievements, along with the scientific and professional qualifications of candidates, which are presented through supplementary documents attached to the</p>	Despite the introduction of the OTM-R policy, similarly to the survey conducted in 2022, respondents indicate that there is still insufficient recognition of deviations from the chronological order of CVs in the recruitment process. This may be because many respondents did not go through the recruitment process in the analyzed period and do not have detailed knowledge of its course. Information channels for the flow of information related to recruitment should be cleared.	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and

				application, during the recruitment process.		substantive recruitment of employees (OTM-R).
18	Recognition of mobility experience (Code)	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: The analysis of the answers given by the respondents shows that this principle is insufficiently implemented in the recruitment process. According to the respondents, the reason for this is insufficient consideration by the selection committee of: the contribution to the professional development of the researcher, internships in an institution from the economic environment and experience in the field of virtual mobility, and the failure to take into account the change of discipline or sector in the course of a research career. A significant percentage of the responses "It is difficult to say unequivocally" and "I have no opinion" may indicate that a large number of respondents did not pass the recruitment process in the analyzed period and do not have detailed knowledge about its course.</p>	Despite the introduction of the OTM-R policy, similarly to the survey conducted in 2022, respondents indicate that the recognition of mobility experience in the recruitment process is still insufficient. This may be due to the fact that a large number of respondents did not go through the recruitment process in the analyzed period and do not have detailed knowledge of its course. It would be necessary to clear the information channels used for the flow of information related to recruitment.	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).
19	Recognition of qualifications (Code)	-/+	+/-	The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the	The respondents' answers indicate a slightly better perception of the recruitment process at the University of	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the

				<p>Code of Conduct for Recruitment.</p> <p>Identified gap: Respondents believe that the recruitment committee does not sufficiently take into account the teaching experience and other outstanding achievements in its assessment, especially experience in the field of tutoring, which negatively affected the overall assessment of the implementation of the recognition principle.</p>	<p>Agriculture in Krakow compared to the assessment from 2022. The percentage of positive responses to this rule increased to 54.1%. Therefore, it can be assumed that this rule has been implemented to a considerable degree.</p>	<p>Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;</p> <p>2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).</p>
20	Seniority (Code)	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Most respondents indicate that this principle is implemented at the UAK. However, additional efforts should be undertaken to implement this principle</p>	<p>No new recommendations. The OTM-R policy was introduced in UAK.</p>	<p>Implemented initiatives:</p> <p>1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow;</p> <p>2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template</p>

				in the recruitment procedure better.		advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).
21	Postdoctoral appointments (Code)	-/+	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: The respondents from all groups (i.e. R1-R) pointed out that the recruitment committee did not appreciate the stay in a different research environment (e.g. a post-doc internship) as a valuable contribution to the professional development of a researcher.</p>	The respondents' answers indicate a slightly better perception of the recruitment process at the University of Agriculture in Krakow compared to the assessment from 2022. In the case of this principle, i.e. recruitment of employees with a doctoral degree (provision of the Code), a significant increase in positive responses was noted from 31.5% in 2022 to 53.5% in 2024. Therefore, it can be assumed that this principle has been implemented to a considerable degree.	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. Continuation of OTM-R information training for newly recruited postdoctoral researchers (R2) regarding their career development and development requirements; <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Implementation of the Ordinance 9/2023 of the UAK's Rector on the introduction of the Policy of open, transparent and merit-based recruitment of employees (OTM-R) for research and research-teaching positions at the University of Agriculture in Krakow; 2. Implementation of the Ordinance 16/2023 of the UAK's Rector on the introduction of a template advertisement in the competition procedure for the position of an academic teacher in connection

						with the implementation of the policy of open, transparent and substantive recruitment of employees (OTM-R).
	Working Conditions and Social Security	Implementation		GAP/Implementation impediments		Initiatives undertaken/new proposals
		2022	2024	2022	2024	
22	Recognition of the profession	+/-	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning recognition of the profession.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national regulations, not all principles specified in the Code have been implemented. The questionnaire responses obtained from R1-R4 researchers indicated that the principle has not been fully implemented.</p>	<p>The slightly lower rate of implementation of this principle (55.2% vs. 49.0%) compared to the study conducted in 2022 may indicate that UAK research workers are not fully satisfied with the social perception of themselves as professionals, probably especially in the agricultural industry.</p>	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Establishing a mentors' council as an advisory council for researchers, composed of the most experienced and outstanding academic teachers of the University (primarily from the R4 group). <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 166/2020 appointed the Rector's Task Force for the formal assessment of the application for the award of an academic title; 2. Ordinance 84/2024 appointed an Academic Ombudsman at the University of Agriculture in Kraków.
23	Research environment	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Annual inspections of research and technical facilities and equipment, preparation of annual reports

				<p>concerning research environment.</p> <p>Identified gap: Although the present UAK recruitment procedures are consistent with the national regulations, not all principles specified in the Charter have been implemented. The answers given in the questionnaire by respondents from groups R1-R4 indicated that the principle was not fully implemented.</p>		<p>on the condition thereof;</p> <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. The Rector's Announcement 5/2023 introduced the Regulations for the use of the research infrastructure of the University of Agriculture in Krakow; 2. Ordinance 75/2023 of the UAK Rector introduced the principles for the distribution of subsidy funds allocated to finance science at the University of Agriculture in Krakow; 2. Ordinance 109/2024 of the UAK Rector introduced the Regulations for the activation of scientific activity of researchers, teaching-research staff of the University of Agriculture in Krakow.
24	Working conditions	++	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning working conditions.</p> <p>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been</p>	<p>Despite the decrease in the percentage of positive responses in the survey conducted in 2024, no new measures are planned, but annual announcements on working time will be prepared.</p>	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Review the documents defining the rules for granting paid holidays and remote working for R1-R4 researchers; 2. Ordinance 41/2023 of the UAK Rector introduced the Remote Work Regulations; 3. Announcements regarding working hours, breaks in the functioning of the University

				proposed.		and vacation leave are prepared systematically each year.
25	Stability and permanence of employment	++	++	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning stability and permanence of employment.</p> <p>Identified gap: Although no actual gaps have been identified on the base of the performed survey, some improvements have been proposed.</p>	No new recommendations.	<p>Implemented initiative:</p> <ol style="list-style-type: none"> 1. Amendment of Ordinance 107/2024 regarding the principles and procedures for promoting academic teachers of the UAK.
26	Funding and salaries	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning funding and salaries.</p> <p>Identified gap: Despite the significant implementation of the financing and remuneration principle, only a quarter of R1-R4 respondents believe that the University ensures fair and attractive remuneration conditions for employees at every stage of their careers. The support of persons conducting scientific research in the process of applying for funds for the implementation of this research, as well as support in the</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Organizing information meetings and preparing newsletters; 2. Promotion of activities supporting scientists from all groups (R1-R4) by the administration of the UAK, the Science Office (SO), the Technology Transfer Center (TTC) and the Center for Administrative Support for Projects (CASP).

				correct spending of funds and organization of work related to the implementation of scientific projects, was considered insufficient.		
27	Gender balance	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning gender balance.</p> <p>Identified gap: The questionnaire responses of all groups of researchers (R1-R4) indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Continuation of implementation of activities specified in the UAK Gender Equality Plan to disseminate the principles of equality among employees from all groups (R1-R4). <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 9/2022 of the UAK's Rector on the implementation of the Gender Equality Plan; 2. Ordinance 15/2022 of the UAK's Rector on the appointment of the Rector's Delegate for Gender Equality.
28	Career development	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning career development.</p> <p>Identified gap: The results of the questionnaire survey indicate insufficient implementation of the principle of career development. The respondents from all groups (R1-R4) expressed doubts as to the existence at the</p>	The survey results indicate insufficient implementation of this principle (39.4% of positive responses). In relation to this principle, there was no significant change in the respondents' answers compared to the survey from 2022. Respondents still have some reservations about the effectiveness of the staff exchange system (employment of young scientists). Therefore,	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Development of guidelines defining and supporting the professional development of scientists at the UAK by experienced and outstanding researchers (mainly from R2-R4 groups). <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 121/2022 of the UAK Rector introduced detailed criteria for the periodic assessment of academic

				University of a strategy for the development of employees at various stages of professional and scientific careers, an effective system of staff exchange, and a system of support for the professional and scientific development of people with disabilities. However, it should be emphasized that the responses "It is difficult to say unequivocally" and "I have no opinion" may indicate the lack of interest of the respondents in these issues or their insufficient knowledge in this regard.	new actions are planned in this area.	<p>teachers at the University of Agriculture in Kraków for the years 2023–2025;</p> <ol style="list-style-type: none"> 2. Ordinance 166/2020 of the UAK Rector established the Rector's Task Force for the formal assessment of the application for the award of an academic title. 3. Ordinance 8/2023 of the UAK's Rector on the rules on promoting academic teachers; 4. Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on the implementation of the Rules for Enhancing Professional Skills by the UAK's Employees
29	Value of mobility	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning value of mobility.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Continue promoting national and international mobility activities (especially among researchers from R1-R3 groups) to strengthen interdisciplinary cooperation and implement joint research and application projects. <p>Implemented initiatives: The following new Ordinances were implemented:</p> <ol style="list-style-type: none"> 1. Ordinance 122/2024 of the UAK Rector on domestic trips and

						<p>internships;</p> <p>2. Ordinance 123/2024 of the UAK Rector on foreign trips and internships;</p> <p>3. Ordinance 120/2024 of the UAK Rector regarding the improvement of the professional qualifications of UAK employees;</p> <p>4. Ordinance 111/2024 of the UAK Rector on the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the UAK.</p>
30	Access to career advice	-/-	-/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning access to career advice.</p> <p>Identified gap: Only one fifth of positive answers to the question means failure to implement this principle. However, it should be noted that the responses "It is difficult to say unequivocally" and "I do not have an opinion" together accounted for more than half of the responses, which suggests that employees with permanent employment at the University do not feel the need to take advantage of career counseling and therefore do not show interest in these</p>	<p>As in 2022, only 1/5 of respondents responded positively to the question regarding this principle, which means there is no progress in its implementation. However, it should be noted that the share of responses "It is difficult to say clearly" and "I have no opinion" together accounted for over 50%, which suggests that employees with permanent employment at the University do not feel the need to use career counseling and therefore are not interested in these issues. Therefore, it is necessary to increase activity in this area.</p>	<p>Initiative already undertaken:</p> <p>1. Organising training in career counselling for scientists (career building, promotion, and scientific advancement), particularly for researchers in R1-R3 groups.</p>

				issues. Alternatively, they do not have sufficient knowledge about the University's offer in the above-mentioned scope.		
31	Intellectual Property Rights	+/-	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning intellectual property rights.</p> <p>Identified gap: The responses of respondents from groups R1–R4 indicated partial implementation of the principle, hence some improvements should be made.</p>	<p>The perception of respect for and protection of intellectual property rights, including participation in funds obtained from commercialization (48.9% of positive responses), has slightly deteriorated compared to the results obtained in 2022. Therefore, UAK will introduce new activities promoting knowledge about intellectual property rights, taking into account international procedures.</p>	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Continuation of training for all scientists (R1-R4) in the field of intellectual property law, with particular emphasis on aspects of international procedures; <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Resolution of the Senate of the UAK 38/2024 approved the Ethics Regulations of the Community of the University of Agriculture in Krakow; 2. Resolution of the Senate of the UAK 78/2024 introduced the Regulations on the use of the University's research infrastructure.
32	Co-authorship	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning co-authorship.</p> <p>Identified gap: The questionnaire responses of respondents from R1-R4 groups indicated partial implementation of the principle, hence certain improvements have to be</p>	No new recommendations.	<p>Implemented initiative:</p> <ol style="list-style-type: none"> 1. Resolution of the UAK Senate 38/2024 adopted the Code of Ethics of the UAK Community.

				introduced.		
33	Teaching	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning teaching.</p> <p>Identified gap: In the opinion of the respondents, too little appreciation (remuneration and taking into account in periodic evaluation procedures) of the teaching duties of the University's research workers resulted in the insufficient level of implementation of this principle. Additional confirmation is provided by comments expressed freely in the last point of the survey (especially by respondents from groups R1 and R2).</p>	Despite the fact that actions regarding this principle have been implemented, respondents' responses still indicate a low level of implementation of this principle (too little appreciation of the teaching duties of academic teachers in the periodic evaluation). No new recommendations.	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 76/2024 of the UAK Rector appointed the Rector's Representative for the Analysis of Scientific Activities; 2. Introduction of the Rector's Ordinance 25/2024 on the principles of preparing and settling the teaching activity plan and rates of remuneration for overtime hours from the academic year 2024/2025; 3. Introduction of the Rector's Ordinance 112/2024 on the assessment of the scientific activity of academic teachers, scientific disciplines and organizational units at the University of Agriculture in Krakow; 4. In accordance with the Statute of the University of Agriculture in Krakow § 111 item 4, an external expert, including a foreign one, with appropriate experience to assess candidates, may be appointed to the committee appointed for recruitment of researchers.
34	Complains/ appeals	-/+	-/+	The analysis of the documents showed that neither national / regional legislation nor	The results of the internal survey indicate unsatisfactory	<p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. The Ordinance of the UAK

				<p>organisational regulations impede implementation of the principles of the European Charter for Researchers concerning complains/ appeals.</p> <p>Identified gap: The results of the survey indicate an unsatisfactory implementation of this principle, however, as in the case of several other questions, a significant share of responses “Was difficult to say” and “I have no opinion”. This may be due to inadequate knowledge of the procedures for handling complaints and appeals by researchers, including issues related to conflicts between R3 and R4 researchers and early-stage R1 and R2 researchers, or to a lack of experience with problems in their professional work that require the use of such procedures.</p>	<p>implementation of this principle. (35.0% of positive responses). However, similarly to 2022, a significant share of responses were "It is difficult to say unequivocally" and "I have no opinion". This may be due to poor knowledge of the procedures for handling complaints/appeals by researchers, including issues related to conflicts between supervisors and novice researchers, or the lack of encountering problems in their professional work that require the use of such procedures.</p>	<p>Rector was introduced regarding the anti-mobbing policy at UAK (90/2022);</p> <p>2. Ordinance 84/2024 of the UAK Rector appointed an academic ombudsman at the Hugo Kołłątaj University of Agriculture in Kraków.</p> <p>Next initiative:</p> <p>1. Distribution of a newsletter and/or e-mail to all university employees (R1-R4) and doctoral students regarding the procedures for submitting complaints and requests.</p>
35	Participation in decision-making bodies	+/-	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning participation in decision-making bodies.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle; therefore, certain improvements need to be introduced.</p>	No new recommendations.	<p>Implemented initiatives:</p> <p>1. Taking into account points for work in the Senate, Senate and Rector committees, and the discipline council etc. in the periodic assessment of organisational activities (Rector’s Ordinance 121/2022 on detailed criteria to the periodic evaluation of academic teachers in UAK for the years 2023–2025);</p> <p>2. Activating academic staff to</p>

						participate in the university's decision-making bodies, especially from groups R3 and R4 (organizing information meetings).
	Training and Development	Implementation		GAP/Implementation impediments		Initiatives undertaken/new proposals
		2022	2024	2022	2024	
36	Relation with supervisors	+/-	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning relation with supervisors.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>The survey results indicate only partial implementation of this principle (reduction in the percentage of positive responses). Therefore, it is proposed to extend the activities to fully implement this principle.</p>	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Development of principles for assessing candidates for managerial positions at the University based on their professional qualifications. <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Resolution of the Senate of the University of Agriculture in Kraków 38/2024 approved the Ethics Regulations of the Community of the UAK; 2. Resolution of the Senate 23/2023 introduced the Doctoral School Regulations; 3. By Order of the Rector 166/2020, the Rector's Task Force for the formal assessment of the application for the award of an academic title was established; 4. The Rector's Task Force for the formal assessment of the application for the award of an academic title organized training on promoting academic

						teachers.
37	Supervision and managerial duties	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning supervision and managerial duties.</p> <p>Identified gap: The answers provided in the survey indicate that the principle has not been fully implemented. According to respondents from all professional groups (R1–R4), the system supporting the professional and scientific development of doctoral students and young scientists, aimed at providing young scientists (R1 and R2) with appropriate conditions for scientific development by managers at various levels of the University and supporting scientists by the University in improving their qualifications at every stage of their career, is still insufficient.</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Development of principles for assessing candidates for managerial positions at the University based on their professional qualifications; <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Resolution of the UAK Senate 78/2023 introduced the Regulations for the use of the UAK research infrastructure; 2. Resolution of the UAK Senate 23/2023 introduced the Regulations for the Doctoral School.
38	Continuing Professional Development	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning continuing professional development.</p> <p>Identified gap:</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Application in programmes financed by external sources, aimed at enhancing the professional skills of university employees (R1-R4 groups), such as UAK's Innovative Strategic Development Programme; 2. Application in programmes

				<p>The answers provided indicate that the principle has not been fully implemented. According to the respondents (especially from groups R1 and R2), the system of supporting the professional and scientific development of doctoral students and young scientists, aimed at providing young scientists with appropriate conditions for scientific development by managers at various levels of the University and supporting scientists by the University in improving their qualifications at every stage of their career, is still insufficient. Such opinions are partially confirmed by the comments expressed in the open question.</p>		<p>financed by external resources, including co-financing of foreign and domestic science and research fellowships for academic teachers, especially from groups R1-R3;</p> <p>3. Propagation of information on available programmes, training, and funding opportunities for employees from all groups (R1-R4).</p> <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 111/2024 of the UAK's Rector implemented the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Krakow; 2. Ordinance 109/2024 of the UAK's Rector implemented the Regulations for the activation of scientific activities of teaching-research and research staff of the University of Agriculture in Krakow.
39	Access to research training and continuous development	-/+	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning access to research training and</p>	No new recommendations.	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. Application in programmes financed by external sources, aimed at enhancing the professional skills of university employees (from R1-R4 groups),

				<p>continuous development.</p> <p>Identified gap: The conviction regarding the existence of clear criteria for delegating employees to events (initiatives) aimed at improving professional or scientific qualifications (courses, training, conferences, internships, etc.) was expressed by slightly less than half of the respondents (especially from groups R1 and R2). Therefore, the implementation of this principle should be regarded as not fully satisfactory.</p>		<p>such as UAK's Innovative Strategic Development Programme;</p> <ol style="list-style-type: none"> 2. Application in programmes financed by external resources, including co-financing of foreign and domestic science and research fellowships for academic teachers, mainly from R1-R3 groups; 3. Propagation of information on available programmes, training, and funding opportunities, among researchers from all groups (R1-R4). <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Ordinance 111/2024 of the UAK's Rector implemented the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Krakow; 2. Ordinance 109/2024 of the UAK's Rector implemented the Regulations for the activation of scientific activities of teaching-research and research staff of the University of Agriculture in Krakow; 3. Ordinance 106/2024 of the UAK's Rector introduced the
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						<p>Rules of participation in the project: "Shaping transformation leaders - a university of competence development";</p> <p>4. Ordinance 63/2024 of the UAK's Rector introduced the Rules of recruitment and participation in the project entitled Raising the qualifications and competences of teaching staff and doctoral students in order to strengthen the quality of teaching at the University of Agriculture in Krakow;</p> <p>5. Ordinance 15/2024 of the UAK's Rector introduced the Rules for implementing the project "Greater potential of management sciences and quality through better use of the capital of the Polish countryside" under the programme "Regional Excellence Initiative" 2024-2027.</p>
40	Supervision	+/-	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning supervision.</p> <p>Identified gap:</p>	<p>The decrease in the percentage of positive responses to questions related to this principle indicates its unsatisfactory implementation. Intensification of activities in this area is necessary.</p>	<p>Initiative already undertaken:</p> <p>1. Appointment – apart from a direct superior and the UAK's Academic Ombudsman – in every faculty, or for each scientific discipline a person (mainly from the R3 and R4 groups) to whom doctoral</p>

				<p>The questionnaire responses, particularly from the R1 and R2 groups, indicated partial implementation of the principle; therefore, certain improvements must be introduced.</p>		<p>students and researchers at the beginning of their career can refer in matters concerning the performance of their professional duties.</p> <p>Implemented initiatives:</p> <ol style="list-style-type: none"> 1. Resolution of the UAK Senate 23/2023 introduced the Regulations for the Doctoral School.
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6. OTM-R checklist (Open, Transparent and Merit-Based Recruitment)

A self-assessment checklist for open, transparent and merit-based recruitment (OTM-R) at the University of Agriculture in Krakow (UAK) in 2024.
The status of achievement of the OTM-R policy is reported in the "Answer" column: ++Yes completely / +- Yes substantially / -+ Yes partially / -- no. The column "Suggested indicators (or form of measurement)" provides details on the indicators or the form of their measurement (**Internal evaluation**)

UAK's OTM-R Checklist					
	Open	Transparent	Merit-Based	Answer: (++)Yes completely / +- Yes substantially / -+ Yes partially / -- no)	Suggested indicators (or form of measurement)
OTM-R System					
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x	++	1. 1. The OTM-R policy and necessary procedures have been introduced and published on the Polish-language website: https://logohr.urk.edu.pl/otm-r and the English-language UAK website: https://logohr.urk.edu.pl/en/otm-r
2. Do we have an internal guidesetting out clear OTM-R procedures and practices for all types of positions?	x	x	x	++	2. 1. The procedures for hiring employees for all types of positions are specified in internal legal acts: Ordinance of the Rector of the University of Agriculture No. 163/2019 of October 1, 2019; Statute of the University of Agriculture (Senate Resolution No. 88/2021 of June 28, 2021); 2.2. At UAK, the currently applicable legal acts clearly and precisely define the procedures related to the recruitment of employees for each type of position. The university has an OTM-R policy, introduced by the Rector's Ordinance 9/2023, which defines procedures and practices for all positions and provides recruitment committee guidelines.

					The Ordinance is available in Polish on the UAK website "Legal Acts": https://akty.urk.edu.pl/zarzadzenia-rektora/2023 and https://akty.urk.edu.pl/ . As needed, it will also be sent by e-mail to all members of the appointed recruitment committees..
3. Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	+/-	<p>3.1. In accordance with the regulations adopted in UAK, the recruitment process is conducted by committees appointed by the deans of faculties or managers of research projects, proceeding based on the OTM-R policy, introduced by the Rector's Ordinance 9/2023 and the provisions of the University Statute.</p> <p>3.2. UAK has launched training and instruction programs on the OTM-R policy for various target groups (members of the academic staff committee, competition committee, employees with management positions, other employees in the group of academic teachers, etc.).</p>
4. Do we make (sufficient) use of e-recruitment tools?	x	x		++	<p>4.1. The recruitment process at the UAK is conducted using IT tools. Job advertisements are posted both on the University's website and on the BIP website (https://bip.malopolska.pl/urkrakow,m,416480,stanowiska-dla-nauczycieli-akademickich.html https://bip.malopolska.pl/urkrakow,m,401203,2022.html) and the EURAXESS JOBS portal, the advertisement database on the website of the Ministry of Science and Higher Education (http://www.bazaogloszen.nauka.gov.pl/). The university also uses the SIMPLE program - a human resources module for administering employee issues).</p> <p>4.2. The candidates can contact and send documents by e-mail.</p> <p>4.3. It is also planned to purchase an e-recruitment software.</p>

5. Do we have a quality controlsystem for OTM-R in place?	x	x	x	+/-	5.1. The Vice-Rector for General Affairs supervises the recruitment and employment process. 5.2. A coherent quality monitoring system for the OTM-R policy at the UAK is under development and will be adopted along with the OTM-R policy.
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x	+/-	6.1. The UAK has an active policy of employing visiting professors. In the 2021/2022 academic year, 27 scientists from abroad have been employed (an increase of 40% compared to the previous year). 6.2. Currently, UAK recruits candidates for research and research-teaching positions in accordance with the OTM-R policy introduced on January 25, 2023. 6.3. After the publication of the Rector's Ordinance (16/2023), which adopted the OTM-R policy, a template advertisement was introduced in the competitive procedure for the position of academic teacher at UAK. This initiative is connected to the implementation of the policy of open, transparent, and substantive recruitment of employees (OTM-R). The current template clearly specifies the recruitment criteria for the position and aligns with the OTM-R policy. (link: https://akty.urk.edu.pl/zarzadzenia-rektora/2023 ; Appendix No. 1 Template advertisement in Polish; template advertisement in English.
7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	+/-	7.1. Since 2015, the UAK has had a procedure for employing researchers from abroad, visiting professors. These issues are currently regulated by Ordinance 179/2019. 7.2. In order to attract scientists from abroad, all job advertisements are published both in Polish and in English and posted on the EURAXESS JOBS portal (https://www.euraxess.pl/poland/jobs-funding).

					<p>7.3. The tab dedicated to HR Excellence in Research, the European Charter for Researchers, contains information on Open, Transparent and Merit-Based Recruitment of Researchers https://logohr.urk.edu.pl/otm-r</p> <p>7.4. The University has updated its internal regulations enabling the internationalization of the committee appointed to recruit academic staff, by appropriately updating, by Resolution of the UAK Senate 113/2022, paragraph 111 of the University Statute concerning committees in competition proceedings.</p> <p>7.5. In accordance with the Rector's Ordinance 16/2023 on the introduction in the UAK of a model advertisement in the competition procedure for the position of academic teacher in connection with the implementation of the policy of open, transparent and substantive recruitment of staff (OTM-R), on the website https://akty.urk.edu.pl/zarzadzenia-rektora/2023 there is a template advertisement in Polish; and a template advertisement in English.</p> <p>7.6. The e-Recruiter program, which will be implemented in the future, will be used to post job advertisements in Polish and English on the BIP UAK website.</p>
8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	+/+	<p>8.1. The UAK aims to minimize disproportions in terms of attracting underrepresented groups.</p> <p>8.2. An internal audit of the employment structure carried out in the third quarter of 2021 for the purpose of developing the Gender Equality Plan (https://rownowazni.urk.edu.pl/) allowed to identify areas for development in this scope. It was recommended that the recruitment process (Rector's Ordinance 9/2022) for positions in the group of academic teachers should be monitored. This audit showed that in the group of non-teaching employees, 62.2% of women are employed compared to 37.8% of men, while in the group of academic teachers, the share of</p>

					<p>women and men is at a similar level (49.5% vs. 50.5%). However, the slight gender imbalance in the group of employees in the position of assistant and professor will be subject to special analysis. The UAK carried out the recommended review and update of the promotion procedure by introducing new regulations in this regard: Ordinance 8/2023 and 107/2024 on the principles and procedure for the promotion of academic teachers in UAK</p> <p>8.3. The target HR policy of the UAK will be consistent with the assumptions of HRS4R, and the recruitment process for positions in the group of academic teachers will be in line with the OTM-R principles.</p>
9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	+/-	<p>9.1. In line with the UAK's Strategy in Perspective - internationalization. C.3. High level of international exchange of students, doctoral students and employees, the University takes steps to increase the number of employees from abroad participating in the research and teaching activities of the University (https://urk.edu.pl/universytet/o-universytecie/strategia). In addition, Resolution of the UAK Senate 18/2023 introduced an appropriate provision in the UAK Statute referring to the introduced OTM-R policy (https://urk.edu.pl/universytet/o-universytecie/strategia https://urk.edu.pl/en/university/about-university/strategy).</p> <p>9.2. All internal legal acts related to the HR policy are available in Polish and English.</p>
10. Do we have means to monitor whether the most suitable researchers apply?				+/-	<p>10.1. UAK's activities in the field of human resources policy aim to provide all necessary information to scientists seeking employment. The recruitment announcement includes job descriptions, tasks, requirements, required documents, and contact details, in accordance with the Rector's Ordinance 16/2023 and the OTM-R policy introduced by Ordinance 9/2023.</p>

					10.2. The University has internal regulations enabling the internationalization of the commission appointed to recruit research staff (by updating the Resolution of the Senate of the UAK 113/2022, paragraph 111 of the University's Statute on commissions in competition procedures).
Advertising and application phase					
11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		+/-	<p>11.1. In accordance with the Statute of the UAK, Rector's Ordinances 163/2019, and 16/2023 (in accordance with OTM-R policy introduced by Ordinance 9/2023):</p> <ul style="list-style-type: none"> - The competition for the position of an academic teacher in the group of research or research-and-teaching staff at the faculty is announced by the Dean with the consent of the Rector, at the request of the head of the department or an auxiliary faculty unit, approved by the discipline coordinator. - The competition for the position of an academic teacher in university-wide units is announced by the head of the unit with the consent of the Rector. - The competition requirements for a candidate for the position of an academic teacher specified in the announcement are determined, taking into account the principles resulting from the Act and the Statute, by the head of the unit in which the candidate is to be employed, taking into account the unit's needs related to the scope of its tasks. The discipline coordinator gives an opinion on the definition of the requirements for a candidate for the position of an academic teacher in the group of research and research-and-teaching staff. - Information about the competition is published on the University's website in the Public Information Bulletin (BIP) https://bip.malopolska.pl/UAKrakow, on the website of the

					<p>minister responsible for higher education and science and on the website of the European Commission in the European portal for mobile researchers, EURAXESS, at least 30 days before the end of the recruitment. In the case of calls for proposals funded by the National Science Center (NCN), information about the call is also published on the NCN website.</p> <p>- obligatory elements of the recruitment announcement are specified in the Rector's Ordinance 16/2023.</p> <p>11.2. The Euraxess portal has an internal template with obligatory elements to be completed.</p> <p>11.3. The Gender Equality Plan introduced by the Rector's Ordinance 9/2022, in Task 3.4.2. Development of a recruitment announcement template. This template is already available on the website in Polish and English.</p>
12. Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		+/-	<p>12.1. In accordance with the internal procedure introduced by the Rector's Ordinances 163/2019 and 16/2023, the open competition announcement includes:</p> <ol style="list-style-type: none"> 1) the name of the organiser of the competition, 2) the position for which the competition was announced, 3) the requirements for candidates, including, if necessary, specific requirements for candidates for research positions, 4) list of required documents that should be attached to the competition application, 5) address at which documents should be submitted, 6) deadline for submitting offers, 7) the date of the competition settlement. <p>The announcement includes links to download the required documents, e.g.</p> <p>https://bso.urk.edu.pl/kwestionariusz_osobowy.pdf</p>

					<p>GDPR clause in Polish: https://iod.urk.edu.pl/klauzula_art13_rekrutacja_pracownikow.pdf</p> <p>GDPR clause in English: https://iod.urk.edu.pl/klauzula_art13_rekrutacja_pracownikow_en.pdf</p>
13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		++	<p>13.1. 100% of research job vacancies are published on Euraxess. This obligation results from the Act on Higher Education - Art. 118a point 2 and internal regulations in force at the UAK (ZR 163/2019, § 3 point 3)</p>
14. Do we make use of other job advertising tools?	x	x		++	<p>14.1. Job advertisements, apart from making them available on the University's website - BIP BIP (https://bip.malopolska.pl/urkrakow,m,401203,2022.html), MEiN (https://bazaogloszen.nauka.gov.pl/), Euraxess (https://www.euraxess.pl/poland/jobs-funding) etc. are disseminated in the social media of the University units.</p>
15. Do we keep the administrative burden to a minimum for the candidate?	x			++	<p>15.1. The competition announcements list the requirements necessary to take a given position as well as the required files. 15.2. The files can be delivered both in person, via traditional mail and e-mail.</p>
Selection and evaluation phase					
16. Do we have clear rules governing the appointment of selection committees?		x	x	++	<p>16.1. The internal legal acts in force clearly define the method of appointing selection board members. 16.2. Selection boards are appointed to conduct competition procedures in the manner specified in § 114 of the Statute.</p>

17. Do we have clear rules concerning the composition of selection committees?		x	x	++	<p>17.1. For academic teachers employed at the faculty, the selection board is appointed by the Dean. The board is composed of the Dean as chairman, head of a department or an auxiliary faculty unit and two academic teachers, but in the event of a competition for the position of a professor or University's professor, only persons with at least the academic degree of a habilitated doctor are appointed to the board. In the event of a competition for</p> <p>a research or research-and-teaching position, the board is appointed in agreement with the relevant discipline coordinator.</p> <p>17.2. For academic teachers employed at university-wide units, the selection board is appointed by the Rector. The board consists</p> <p>of the head of the unit and two academic teachers, but in the case of competition for the position of a professor or University's professor, only persons with at least the academic degree of a habilitated doctor are appointed to the board.</p> <p>17.3. The task of the selection board is to conduct the competition procedure and to present the result of the competition to the Rector in order to make a decision on employment.</p>
18. Are the committees sufficiently gender-balanced?		x	x	+/-	<p>18.1. The existing internal regulations in the field of human resources policy define in detail the composition of the selection boards in terms of the qualifications of members.</p> <p>18.2. In the Gender Equality Plan (Ordinance 23/2022), action 3.5.2. outlines the creation of recommendations for balanced gender representation.</p> <p>In addition, the University conducted the recommended review and update of the promotion procedure by introducing the</p>

					amended Ordinance 107/2024 on the principles and procedures for the promotion of academic teachers in UAK.
19. Do we have clear guidelines for selection committees, which help to judge 'merit' in a way that leads to the best candidate being selected?			x	-/+	<p>19.1. The Gender Equality Plan provides for the action 3.4.3. Development of recommendations for the assessment of candidates for a job at the UAK.</p> <p>19.2. The University has carried out the recommended review and update of the promotion procedure by introducing new regulations in this regard: Rector's Ordinance 107/2024 on the principles and procedure for promoting academic teachers at UAK.</p> <p>19.3. The University has internal regulations enabling the internationalization of the commission appointed to recruit academic staff (by updating Resolution of the UAK Senate 113/2022, paragraph 111 of the University Statute on the commission in competition procedures).</p>

Appointment phase					
20. Do we inform all applicants at the end of the selection process		x		-/+	<p>20.1. The procedure for informing candidates about the recruitment results was introduced by the Rector's Ordinance 9/2023 on the introduction of the Policy of open, transparent, and substantive recruitment of employees (OTM-R) for research and research-teaching positions at UAK.</p> <p>20.2. The competition announcement form, introduced by the Rector's Ordinance 16/2023, included the method of providing information about the competition results.</p>
21. Do we provide adequate feedback to interviewees?		x		-/+	<p>21.1. The OTM-R policy introduced by the Rector's Ordinance 9/2023 provides a procedure for informing candidates of the results of the recruitment procedure.</p>

					21.2. The provision regarding informing all candidates of the competition's results can be found in the competition announcement form (Ordinance 16/2023).
22. Do we have an appropriate complaints mechanism in place?		x		++	<p>22.1. All UAK units, including the Office for University Development and Scientific Staff and the Personal Affairs Office, maintain a register of complaints.</p> <p>22.2. After the adoption of the OTM-R policy, the requirement to include information about the possibility of submitting a complaint in recruitment announcements will be introduced (Candidates have the right to submit a complaint to the Rector of the Hugo Kołłątaj Agricultural University in Krakow by submitting a relevant letter, indicating procedural irregularities, within 7 days from receiving a negative decision).</p>
Overall assessment					
23. Do we have a system in place to assess whether OTM-R delivers on its objectives?				+/-	<p>23.1. At the UAK, the Vice-Rector for General Affairs supervises the human resources policy. This area is subject to the management control procedure at the University of Agriculture (ZR 65/2021).</p> <p>23.2. The adopted OTM-R policy will precisely describe the evaluation system.</p>

7. Action plan for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow (upgraded in 2025)

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
A1 – conducting regular training courses for employees from R4-R1 groups on the policy of open access to scientific publications and research data	(++) G.1. Freedom of scientific research	Until December 2028 and beyond (long-term action)	Rector's Plenipotentiary for the Open Access Policy	<p>I.A1. Circulating a newsletter every 6 months and/or e-mail to all university employees and doctoral students.</p> <p>T.A1. Researchers and doctoral students know and adhere to recognized ethical practices, and enjoy the freedom of expression.</p>	Extended	<p>Initiative already undertaken:</p> <p>1. Providing regular training courses for employees in the R1-R4 groups on the open access policy for scientific publications and research data obtained in the research entities of the University of Agriculture in Krakow (UAK). Action implemented by:</p> <p>1. Resolution 78/2023 of the UAK's Senate on adopting the Regulations on the use of research infrastructure of the University of Agriculture in Krakow. Announcement 5/2023;</p> <p>2. Ordinance 110/2024 of the UAK's Rector on planning scientific activities at the University of Agriculture in Krakow.</p> <p>This is a long-term action; the HR newsletter will be sent to the UAK researchers and PhD students every six months.</p>

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
A2 – adopting the UAK Code of Ethics and introducing the provision on the obligation to read this Code to the Work Regulations of the provision on the obligation to familiarize all employees from groups R1-R4 with this Code	(+/-) G.2. Ethical principles (+/-) G.31. Intellectual Property Rights (-/+) G.32. Co-authorship (-/+) G.36. Relations with supervisors	Until December 2026	Rector / Plenipotentiary for equality in cooperation with the Head of the Rector's Commission for the gender equality plan, Academic Spokesperson, Head of the Organizational and Legal Section	<p>I.A2. Updated Work Regulations published on the university website.</p> <p>T.A2a. UAK scientists know and follow recognized ethical practices, enjoy the freedom of expression and apply good practices in their professional work and in supervisor-subordinate relations.</p> <p>T.A2b. An increase of positive responses by at least 10% to survey questions regarding ethics and intellectual property rights</p>	Extended	Action implemented by: 1. Resolution of the UAK Senate No. 38/2024, which approved the UAK Community Ethics Regulations. The Regulations define universal ethical values and the resulting principles of proper conduct for persons employed, studying and preparing doctoral dissertations at UAK. 2. On December 16, 2024, Rector's Ordinance No. 117/2024 was introduced on the implementation of the UAK procedure for reporting violations of the law and taking follow-up actions. However, so far, no provision has been introduced into the Work Regulations of the University of Agriculture regarding the obligation of all employees to familiarise themselves with the code of ethics. Therefore, this action needs to be extended. However, we must still familiarise all employees (R1-R4) with the Ethics Code.
A3 – review of existing financing rules and mechanisms of the research at the UAK and conducting	(+/-) G.4. Professional approach	Until December 2028	Vice-Rector for Science in cooperation with the Director of the Technology	I.A3. Conducting at least 2 training sessions a year for the employees of UAK on the principles and mechanisms of	Extended	Action implemented by launching the Ordinance 75/2023 of the UAK's Rector on the Rules for the Distribution of Subsidy Funds Allocated to the Science

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
training/information campaigns at the UAK for all employees from R1-R4, especially taking into account those from R1 and R2 groups.			Transfer Center, Administrative Project Support Center, Head of Science Office and Bursar's Office	research funding. T.A3a. Scientists and doctoral students fully know the principles and mechanisms of research funding at the UAK. T.A3b. An increase of positive responses by at least 10% to survey questions regarding financing support of research and professional approach		Financing at the UAK. We decided to extend this action to conduct at least 2 training sessions a year for the employees of UAK on the principles and mechanisms of research funding.
A4 - conducting a series of training for all researchers from R1-R4 groups courses in the field of copyright, related rights and industrial property rights management as well as the principles of research commercialization	(+/-) G.5. Obligations arising from contract or regulations	Until December 2028 and beyond (long-term action)	Rector's Intellectual Property Commission in cooperation with the Technology Transfer Center	I.A4. Training at least once a year is compulsory for all new employees and doctoral students. T.A4. All employees of UAK (R1-R4) have the opportunity to update their knowledge in the field of managing copyright, related rights and industrial property rights as well as the principles of commercialization.	Extended	The survey conducted in 2022 did not identify significant gaps in the implementation of Principle No. 5; the 2024 survey addressed to UAK employees and doctoral students showed a decrease in positive responses to the question regarding this principle, which suggests that the University should continue the actions taken earlier. Therefore, considering the GAP analysis results, we decided to continue and strengthen the training cycle for all employees (R1-R4) in the fields of copyright management, related rights and intellectual property rights, as well as the principles of research

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						commercialisation.
A5 - annual review of documents functioning at the UAK and supplementing any identified procedural shortcomings, in particular in the field of IT data protection and recovery	(+/-) G.7. Good practice in scientific research	Until December 2028 and beyond (long-term action)	Director of UAK's IT Center	I.A5. Sending an e-mail about updating procedures related to data protection and recovery. T.A5. Increased awareness of the academic community in the field of data security policy.	Extended	The GAP 2024 analysis revealed no new recommendations. So far, we have introduced rules for conducting periodic inspections and tests of installations, utilities, and safety devices in building facilities. This action has been extended since it concerns IT data protection, which is extremely important nowadays.
A6 – introducing the principles of assessing occupational risk at workplaces and signing by all employees from groups R1-R4 and other employees of UAK on getting acquainted with information on occupational risk by all employees		Until June 2026	Rector / Head of the Office for Occupational Health and Safety and Fire Protection	I.A6. Issuance of the regulation of the Rector of the UAK. T.A6. Scientists and doctoral students have knowledge of the principles of conducting occupational risk assessment at workplaces	Extended	The Human Resources Office conducts training for new hires. Action A6 was a long-term initiative, so we have extended it until June 2026 since a new Rector's ordinance is needed.
A7 – amendment to the regulation on personal protective equipment, clothing, footwear for the study and work place, and the expected periods of their use		Action completed	Rector / Head of Office for Occupational Health and Safety and Fire Protection	I.A7. Issuance of regulation of the Rector of the UAK (Rector's ordinance no. 101/2022 on the rules for the allocation of personal protective equipment, work clothing and footwear)	Completed	This action is completed since the Rector's Ordinance 101/2022 concerning rules for the allocation of personal protective equipment, work clothing, and footwear has already been launched. Moreover, scientists and doctoral students are knowledgeable about the principles of personal protection.

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				T.A7. Scientists and doctoral students have knowledge of the principles of personal protection.		
A8 – introducing the rules for conducting periodic inspections and tests of installations, utility and safety devices that are part of building facilities		Until June 2028	Chancellor	I.A8. Issuance of regulations by the UAK's Chancellor regarding periodic inspections and tests of UAK infrastructure. T.A8. All employees work in safe conditions at the UAK.	Extended	Since the implementation of the HSR4R Strategy at the UAK began, this action has been carried out. However, appropriate regulations issued by the UAK Chancellor regarding periodic inspections and tests of the UAK infrastructure still need to be issued. Therefore, this action has been extended until June 2028.
A9 – systematic upgrade of the UAK website and update of information on this website (incl. on the websites of the Faculties)	(+/-) G.8. Dissemination, use of results (+/-) G.9. Social involvement	Until December 2028 and beyond (long-term action)	Director of the UAK's IT Center	I.A9. Full and easy access to up-to-date information on the UAK website. T.A9. Scientists and doctoral students have full access to up-to-date information on the scientific, didactic and organizational activities of the OCCP	In progress	Initiative already undertaken: Modernisation of the UAK website and updating of information on this website (including the websites of faculties and university-wide units). A completely new interface has been implemented, allowing researchers, PhD students, and students to access the information needed from the UAK web pages. The UAK's Rector issued Ordinance 113/2024 on introducing a central system for recording and archiving the scientific achievements of employees, doctoral students and

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						students of the University of Agriculture in Krakow. Since it is a long-term action, it has obtained the "In Progress" status.
A10 – modernization and updating of information on English-language websites	(+/-) G.8. Dissemination, use of results (+/-) G.9. Social involvement	Until December 2008 and beyond (long-term action)	Director of the UAK's IT Center	<p>I.A10. Full and easy access to up-to-date information on the UAK's English-language websites.</p> <p>T.A10. Scientists, doctoral students and foreigners have full access to up-to-date information in English on the scientific, educational and organizational activities of the UAK.</p>	In progress	Initiative already undertaken: The English-language web pages of the UAK internet system have been modernising and updating continuously. Therefore, researchers (R1-R4), doctoral students, and foreigners have full access to up-to-date information in English provided by new web pages. However, this action is still in progress.
A11 – appointment of the team for rankings and academic image building	(+/-) G.8. Dissemination, use of results	Until December 2026	Rector	<p>I.A11. Issuance of an appropriate regulation of the Rector of the UAK.</p> <p>T.A11. A clear advance of UAK in international university rankings.</p>	Extended	The GAP analysis revealed that the principle associated with Action 11 does not need new initiatives. Although, the Rector of the UAK issued the Ordinance 113/2024 introducing a central system for recording and archiving the scientific achievements of employees, doctoral students and students of the University of Agriculture in Krakow, this action has been extended since the UAK Rector should appoint a team for rankings

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						and building the academic image.
A12 – intensification of activities related to the dissemination and promotion of the achievements of science and scientists	(+/-) G.9. Public involvement	Until December 2028 and beyond (long-term action)	Head of the Promotion and Recruitment Office / Director of the UAK's Main Library	<p>I.A12. Annual schedule of events popularizing science (Science Festivals, Science Night, etc.).</p> <p>T.A12. At least 2 events per year that allow for increasing the visibility of research conducted at the UAK in the local and regional community.</p>	In progress	This long-term action related to the "Public engagement" principle deals with disseminating and promoting research achievements in the local and regional community. So far, the UAK has organised several events annually to popularise UAK Science in Kraków (Science Festivals, Science Nights). These events will also be organised in the coming years.
A13 - provide information via UAK's websites on the issues of identifying mobbing situations and counteracting mobbing, discrimination and corruption as well as on their consequences for the UAK	(-/+) G.10. Principle of non-discrimination	Until December 2028 and beyond (long-term action)	Plenipotentiary for equality/ Head of the Promotion and Recruitment Office	<p>I.A13. Circulating a newsletter and e-mails among all employees and doctoral students of the UAK.</p> <p>T.A13. Researchers and doctoral students are able to identify and prevent incidents (situations) related to mobbing and discrimination.</p>	Extended	The 2024 survey revealed an increase in positive responses to questions about the "Non-discrimination" principle (from 35% in 2022 to 41.8% in 2024), indicating that this principle has been implemented to a large extent. However, efforts to fully implement this principle should continue. Recently, the UAK Rector issued Ordinance 117/2024 on the implementation of the Procedures for reporting violations of the law and taking follow-up actions at the University of Agriculture in Kraków, according to the Act of 14 June 2024 on the Protection of Whistleblowers. This action (as

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						the long-term action) has to be extended to prevent incidents related to mobbing and discrimination at the UAK.
A14 – introducing awareness training for employees of R1-R4 and other employees of UAK about the special needs of employees, students and doctoral students, including disabilities		Until December 2028 and beyond (long-term action)	Plenipotentiary for equality/ Head of the Plenipotentiary for people with disabilities	<p>I.A14. Circulating a newsletter and e-mails among all employees and doctoral students of the University.</p> <p>T.A14. Researchers and doctoral students are knowledgeable about the special needs of workers with disabilities.</p>	Extended	Initiatives implemented at the UAK in 2022: 1. The “Gender Equality Plan” was developed and implemented (Ordinance 9/2022; 2. The Rector’s Plenipotentiary for Equality and the Rector’s Plenipotentiary for People with Disabilities were appointed; the Rector issued Ordinance 81/2022 on the introduction of the Action Strategy of the University of Agriculture in Krakow to improve accessibility for people with special needs for 2022–2025. Nevertheless, the Action A14, as the long-term action, has been extended since new initiatives are needed to elevate researchers' and doctoral students' knowledge about the special needs of workers with disabilities.
A15 – the amendment of the internal policy on counteracting mobbing, discrimination and corruption		Action completed	Rector / Vice-Rector for General Affairs	I.A15. Issuance of an appropriate regulation of the Rector of the UAK (ordinance no. 90/2022 on the introduction at the Agricultural University in Krakow "Internal anti-	Completed	This action is completed by amending Ordinance 90/2022 of the UAK Rector on the introduction of an Internal Anti-Mobbing Policy at the University of Agriculture in Kraków. Moreover, survey questions

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				<p>mobbing policy").</p> <p>T.A15a. Researchers and doctoral students have knowledge of the internal policy of counteracting mobbing, discrimination and corruption.</p> <p>T.A15b. An increase of positive responses by at least 10% to survey questions regarding anti-mobbing, anti-discrimination, and anti-corruption policies.</p>		regarding anti-mobbing, anti-discrimination, and anti-corruption policies received at least 10% more positive responses.
A16 – in the new periodic assessment of UAK staff, the inclusion of the provisions on teaching activities and providing research care, dissemination activities, as well as mobility and national and international cooperation	(+/-) G.11. Evaluation / assessment systems	Action completed	Vice-Rector for General Affairs /Chairman of the Senate's Staff Evaluation Commission	<p>I.A16. Implementation of updated rules for periodic appraisal of the UAK employees (Rector's ordinance no. 121/2022 on detailed criteria for periodic assessment of academic teachers at the University of Agriculture in Krakow for the years 2023-2025).</p> <p>T.A16a. Academic teachers are assessed according to transparent rules, they know the rules of periodic appraisal.</p>	Completed	This action has status "Completed" because it was implemented by amending new regulations: 1. Ordinance 121/2022 of the UAK Rector on the teacher evaluation rules for 2023–2025; 2. Update of Ordinance 112/2024 of the UAK Rector regarding the assessment of the scientific activity of academic teachers, scientific disciplines, and organisational units at the University of Agriculture in Kraków; 3. Update of Ordinance 110/2024 of UAK Rector on the planning of scientific activity at the University

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				T.A16b. An increase of positive responses by at least 15% to survey questions regarding the evaluation and assessment of researchers		of Agriculture in Krakow; 4. Update of Ordinance 76/2024 of UAK Rector on the appointment of the Rector's Plenipotentiary for the Analysis of Scientific Activities. According to the Rector's Commission's decision, no new initiatives related to this Action are necessary.
A17 – introduction of OTM-R principles	(+/-) G.12. Recruitment (+/-) G21 Postdoctoral nominations (Code provision)	Action completed	Rector	I.A17a. Issuance of the regulation of the Rector of the UAK on the principles of OTM-R (Rector's ordinance no. 9/2023 of 25 th of January 2023 on the conduct of an open, transparent and merit-based recruitment policy (OTM-R) for research positions at the University of Agriculture. Hugo Kołłątaj in Krakow.) I.A17b. Online publication of the OTM-R policy in Polish and English. T.A17a. The OTM-R policy is published online - a link to the relevant	Completed	The OTM-R policy was introduced in the UAK in 2023, so this action was completed.

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				page is available. T.A17b. The rules of the recruitment process at UAK are in line with the HRS4R Strategy and the OTM-R policy - at the organizational, process, and monitoring levels.		
A.18 – development of a recruitment advertisement template	(+/-) G.12. Recruitment	Action completed	Vice-Rector for General Affairs in cooperation with the Vice-Rector for Cooperation, Vice-Rector for Science, Rector's Commission for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers of the UAK, Head of the University and Scientific Staff	I.A18. Template of the recruitment advertisement published online (Rector's ordinance no. 16/2023 on 20 February 2023 on the introduction of a model advertisement in the competition procedure for the position of an academic teacher in connection with the implementation of the policy of open, transparent, and merit-based recruitment of employees (OTM-R).) T.A18. The UAK has an appropriate template for a recruitment advertisement.	Completed	The OTM-R policy and the recruitment advertisement template were introduced in the UAK in 2023, so this action was completed.
A19 – an amendment of	(+/-) G.12.	Until December	Development	I.A19. Issuance of	Extended	This action is extended until

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
the Rector's regulations in order to adapt them to the new OTM-R politics and new Statute of the UAK and the Organizational Regulations of the UAK	Recruitment	2028	Office, Head of the Office for Personal Affairs	amended regulations of the Rector of the UAK. T.A19. Scientists and doctoral students have well-prepared, transparent and updated Rector's regulations		December 2028 since the OTM-R policy has to be implemented in the new Statute of the UAK and the Organisational Regulations of the UAK.
A20. - launching an electronic recruitment system	(+/-) G.12. Recruitment	Until December 2028	Vice-Rector for General Affairs / Office for Personal Affairs /Director of the UAK's IT Center	I.A20. The recruitment process is carried out using electronic recruitment tools. T.A20. OTM-R is supported by e-recruitment tools.	Extended	So far, we have not purchased the electronic tool for the recruitment process. Therefore, we decided to continue making an effort to buy an appropriate application for this purpose.
A21 – introduction of OTM-R principles, including the development of guidelines for the recruitment commission in the field of recruitment for the position of academic teachers of R1-R4 groups in accordance with the Code of Conduct for the recruitment of researchers	(+/-) G.13. Recruitment (Code provision) (+/-) G.14. Selection (Code provision) (+/-) G.15. Transparency (Code provision) (+/-) G.16.	Action completed	Rector / Vice-Rector for General Affairs in cooperation with the Vice-Rector for Cooperation, Vice-Rector for Science, Rector's Commission for the Implementation of the European Charter for Researchers and	I.A21a. Issuance of an appropriate regulation of the Rector of the UAK on internal guidelines for the recruitment commission on the recruitment process for the positions of academic teachers in accordance with the Code of Conduct for the Recruitment of Researchers Rector's ordinance no. 9/2023 on 25 January 2023). I.A21b. Publication of internal guidelines for the	Completed	The OTM-R policy was introduced in the UAK in 2023, so this action was completed.

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	<p>Assessment of merit (Code provision)</p> <p>(-/+) G.17. Deviations from the chronological order of CVs (Code provision)</p> <p>(-/+) G.18. Recognition of mobility experience (Code provision)</p> <p>(+/-) G.19. Recognition of qualifications (Code provision)</p> <p>(+/-) G.20. Work experience (Code provision)</p>		<p>the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow, Head of the University and Scientific Staff Development Office, Head of the Personal Affairs Office</p>	<p>recruitment commission regarding the recruitment process for academic teacher positions in Polish and English online – a link to the website.</p> <p>I.A21c. Internal guidelines for the appointment of commissions, and their activities in the evaluation of candidates for all types of positions.</p> <p>I.A21d. Providing the percentage of applicants from outside the UAK and from abroad.</p> <p>I.A21e. Providing the percentage of recruited employees who are not graduates of the UAK.</p> <p>T.A21a. The OTM-R policy and guidelines for the recruitment commission regarding the recruitment process for the position of academic teachers are published on-line.</p> <p>T.A21b. The rules of the recruitment process at the</p>		

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				<p>UAK are in line with the HRS4R Strategy and the OTM-R policy - at the organizational, process and monitoring levels.</p> <p>TA21c. Improvement of positive responses by at least 15% to survey questions regarding the employee recruitment process</p> <p>T.A21d. All job advertisements are posted on the EURAXESS portal.</p>		
A22 – informational training on OTM-R politics for newly recruited postdoctoral researchers (R2 group) on their professional development and development requirements and also for different groups of internal stakeholders and managers	(+/-) G.13. Recruitment (Code provision) (+/-) G.21. Postdoctoral nominations (Code provision)	Until December 2028 and beyond (long-term action)	Head of the University and Scientific Staff Development Office	<p>I.A22a. Circulating a newsletter and/or e-mail among employees with a PhD degree and doctoral students.</p> <p>I.A22b. Organization of training and teaching on OTM-R politics for different target groups (members of the Commission on the academic staff, competition committees, employees performing managerial functions, other employees in the group of academic</p>	Extended	The OTM-R policy was introduced in the UAK in 2023. However, we need to extend this action and familiarise researchers with this act of internal law. Therefore, new informational training on OTM-R politics, especially for doctoral students and young researchers (R2), is needed.

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				<p>teachers, etc.)</p> <p>T.A22a. Researchers with doctoral degrees employed at the UAK know the recruitment requirements, as well as the goals and principles of evaluating their activities and the possibilities of long-term professional development.</p> <p>T.A22b. Improvement of positive responses by at least 15% to survey questions regarding the state of knowledge on possibilities of UAK staff carrier development.</p>		
A23 – establishment of the Mentors' Council as an advisory board for researchers, composed of the most experienced and distinguished academic teachers of the University (mainly from the R4 group)	(-/+) G.22, Recognition of the profession (-/+) G.36. Relations with supervisors	Until June 2026	Rector	<p>I.A23. Issuance of an appropriate regulation of the Rector of the UAK.</p> <p>T.A23a. Young researchers and doctoral students use the advice of the Mentors' Council.</p> <p>T.A23b. Increase positive responses by at least 10% to survey questions regarding</p>	Extended	<p>Recently, the following new initiatives associated with these principles have been implemented: 1. Rector's Ordinance 84/2024 appointed an Academic Ombudsman at the University of Agriculture in Kraków; 2. Ordinance 121/2022 on detailed criteria for the periodic evaluation of academic teachers in UAK for 2023–2025. However, the UAK Rector has not</p>

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				relations with supervisors.		established the Mentors' Council as an advisory board for researchers. It will be set up until June 2026.
A24 – annual review of technical and scientific facilities and preparation of an annual report on their condition	(±) G.23. Research environment	Until December 2028 and beyond (long-term action)	Chancellor	<p>I.A24. Annual reports on the condition of technical facilities and devices.</p> <p>T.A24. The UAK's researchers have appropriate facilities and modern and efficient research equipment at their disposal.</p>	Extended	<p>In the 2023-2024 period, the following UAK's internal legal acts were implemented at the UAK: 1. The Rector's Announcement 5/2023 introduced the Regulations for using the research infrastructure of the University of Agriculture in Krakow; 2. Ordinance 75/2023 of the UAK Rector introduced the principles for the distribution of subsidy funds allocated to finance science at the University of Agriculture in Krakow; 3. Ordinance 109/2024 of the UAK Rector introduced the Regulations for the activation of scientific activity of researchers, teaching-research staff of the University of Agriculture in Krakow.</p> <p>Nevertheless, this action is extended until December 2028 (it is a long-term action). It needs to be prolonged first because the decrease in positive responses in the 2024 survey was noticed.</p>
A25 – verification of the		Action completed	Vice-Rector for	I.A25. Publication of the	Completed	This action was completed in 2023

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regulations governing the use of UAK's research infrastructure			Science in cooperation with the Technology Transfer Center and the Machinery Department	Rector's updated regulation on the implementation of the Regulations for the use of the UAK's Research Infrastructure (By Announcement No. 5/2023 of June 28, 2023, the Regulations on the use of the research infrastructure of the University of Agriculture in Kraków were adopted.) T.A25. Researchers employed at UAK can use its research infrastructure.		by Announcement No. 5/2023 introducing the Regulations on the use of research infrastructure of the Agricultural University of Krakow.
A26 – review of documents specifying the rules for granting leaves and remote work for R1-R4 researchers and other UAK employees in relation to planned changes to the Labor Code	(+/-) G.24. Working conditions	Long-term action – updated in the coming years	Vice-Rector for General Affairs in cooperation with the Head of the Personal Affairs Office	I.A26. Issuance of updated Rector's announcements regarding working time breaks at work, and paid holidays (The Remote work regulation was introduced by the Rector's Ordinance No. 41/2023; announcements regarding working hours, breaks in the functioning of the University and	Completed	This action has status "Completed" since the following initiatives have been implemented at the UAK: 1. The documents defining the rules for granting paid holidays and remote working for R1-R4 researchers have been reviewed; 2. Ordinance 41/2023 of the UAK Rector introduced the Remote Work Regulations; 3. Announcements regarding working hours, breaks in the

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				vacation leaves are prepared systematically each year). T.A26. All researchers, including those with disabilities, are provided with decent and flexible working conditions.		functioning of the University and vacation leave are prepared systematically each year. For instance in 2024, Ordinance 25/2024 of the UAK's Rector on the rules for reducing the required teaching hours was launched. Despite the decrease in the percentage of positive responses in the survey conducted in 2024, no new measures are planned, but annual announcements on working time will be prepared.
A27 – review and update the promotion procedure (mainly for researchers from R1-R3 groups)	(++) G.25. Stability and performance of employment	Long-term action – updated in the coming years	Vice-Rector for General Affairs / Senate's Staff Evaluation Commission	I.A27. Issuance of an updated Rector's regulation on the rules for promoting academic teachers (Rector's ordinance no. 107/2024). T.A27. All employees and doctoral students are familiar with the rules of the promotion procedure.	Completed	This action has been completed since the Rector launched Ordinance 107/2024 regarding the principles and procedures for promoting academic teachers at the UAK. However, it should be mentioned that this is a long-term action that will be updated in the coming years.
A28 – wider promotion of activities supporting scientists from all groups (R1-R4) by the administration of UAK, Science Office (SO), Technology Transfer Center (CTT) and	(+/-) G.26. Financing and salaries	Until December 2028 and beyond (long-term action)	Head of the Science Office, Director of the Technology Transfer Center, Administrative Project Support Center, Head of	I.A28. Relevant regulations, information meetings and newsletters T.A28. All researchers (R1-R4) have access to information on the remuneration policy and	In progress	The following initiatives have already been undertaken: 1. Organising information meetings and preparing newsletters; 2. Promotion of activities supporting scientists from all groups (R1-R4) by the administration of the UAK, the

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
Administrative Project Support Center (CAWP) - informational meetings, newsletters, etc.			the Promotion and Recruitment Office	the level of remuneration for individual positions.		Science Office (SO), the Technology Transfer Centre (TTC) and the Centre for Administrative Support for Projects (CASP). This is a long-term action and needs to be carried out over the next few years.
A29 – implementation of activities specified in the Gender Equality Plan of the UAK in the field of disseminating the principles of equality among employees from all groups (R1-R4).	(+/-) G.27. Gender balance	Until December 2028 and beyond (long-term action)	Plenipotentiary for equality	<p>I.A29. Circulating a newsletter and e-mail among all university employees and doctoral students.</p> <p>T.A29. The UAK's researchers and doctoral students feel protected against discrimination based on sex, age, ethnicity, national or social origin, religion or belief, etc.</p>	In progress	The UAK's internal legal acts associated with this principle and Action no. 29 were implemented as early as 2022, i.e., 1. Ordinance 9/2022 of the UAK's Rector on implementing the Gender Equality Plan; 2. Ordinance 15/2022 of the UAK's Rector on the appointment of the Rector's Delegate for Gender Equality. Thereafter, the dissemination of the principles of gender equity is carried out, especially by the Rector's Delegate for Gender Equity.
A30 – development of guidelines defining and supporting the professional development of scientists at the UAK by experienced and outstanding researchers (mainly from R2-R4 groups)	(-/+) G.28. Professional career development	Until December 2028	Mentors' Council	<p>I.A30. A relevant guide is published on the university's website.</p> <p>T.A30a. UAK researchers and doctoral students have easy access to guidelines that define and support their career development.</p>	Extended	The new UAK's internal legal acts associated with this principle and Action no. 30 have been implemented: 1. Ordinance 8/2023 of the UAK's Rector on the rules on promoting academic teachers; 2. Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on implementing the Rules for Enhancing

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				T.A30b. An increase of positive responses by at least 10% to survey questions regarding the development of the scientific carrier		Professional Skills by the UAK's Employees. Unfortunately, the 2024 survey results indicated insufficient implementation of this principle (i.e. Carrier development; 39.4% of positive responses). Concerning this principle, there was no significant change in the respondents' answers compared to the survey from 2022. Respondents still have some reservations about the effectiveness of the staff exchange system (employment of young scientists). Therefore, new action is planned in this area (see Action no 45).
A31 – promotion of activities related to national and international mobility (especially among researchers from R1-R3 groups) in order to strengthen interdisciplinary cooperation and the implementation of joint research and application projects	(-/+) G.29. Value of mobility	Until December 2028 and beyond (long-term action)	Vice-rector for Cooperation /Head of the International Relations Office	I.A31. Circulating a newsletter and/or e-mails among all employees and doctoral students of the University. T.A31. Mobility procedures are transparent and allow for quick circulation of the necessary travel documents.	In progress	Recently, several new Rector's Ordinances have been implemented: 1. Ordinance 122/2024 of the UAK Rector on domestic trips and internships; 2. Ordinance 123/2024 of the UAK Rector on foreign trips and internships; 3. Ordinance 120/2024 of the UAK Rector regarding the improvement of the professional qualifications of UAK employees; 4. Ordinance 111/2024 of the UAK Rector on the Regulations of the Own

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						Scholarship; Therefore, mobility procedures are now transparent and allow for the quick circulation of the necessary travel documents. Moreover, the appropriate e-mails promoting international and national mobility activities are distributed among all researchers and PhD students. This is a long-term activity; therefore, it has the status "In progress."
A32 – organization of training in the field of career counseling for scientists (career building, getting promoted and scientific promotion), especially for researchers of R1-R3 groups	(--) G.30. Access to career counseling	Until December 2028 and beyond (long-term action)	Head of the University and Scientific Staff Development Office, Director of the Administrative Project Support Center	<p>I.A32. Launching training in the field of career counseling for researchers.</p> <p>T.A32a. Researchers at every stage of their scientific career have the possibility of professional development.</p> <p>T.A32b. An increase of positive responses by at least 20% to survey questions regarding professional advice.</p>	Extended	The recent initiative associated with this principle and action is Ordinance 120/2024, amended by 15/2025, of the UAK's Rector on improving the professional qualifications of UAK employees. In the 2024 survey, similarly to the 2022 survey, only 1/5 of respondents responded positively to the question regarding this principle, which means there is no progress in its implementation. However, it should be noted that the share of responses "It is difficult to say clearly" and "I have no opinion" together accounted for over 50%, which suggests that employees with permanent employment at the University do not feel the need to use career

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						counselling and therefore are not interested in these issues. Consequently, increasing activity in this area and extending this action are necessary.
A33 – update of the guidelines for cooperation agreements/arrangements concluded by UAK in the field of regulations on intellectual property rights	(-/+) G.31. Intellectual Property Rights (+/-) G.32. Co-authorship (-/+) G.36. Relations with supervisors	Until December 2028	Director of the Technology Transfer Center in cooperation with the Organizational and Legal Department	<p>I.A33. Issuance updated guidelines to agreements/arrangements concluded by the UAK in the field of regulations on intellectual property rights.</p> <p>T.A33. The UAK's researchers and doctoral students know the legal principles concerning the management of copyright, related rights and industrial property rights as well as the principles of their commercialization.</p>	Extended	<p>Implemented initiatives within 2023-2024: 1. Resolution of the Senate 23/2023 introduced the Doctoral School Regulations; 2. Resolution of the Senate of the UAK 38/2024 approved the Ethics Regulations of the Community of the University of Agriculture in Krakow; 3. Resolution of the Senate of the UAK 78/2024 introduced the Regulations on the use of the University's research infrastructure.</p> <p>Unfortunately, the perception of respect for and protection of intellectual property rights, including participation in funds obtained from commercialisation (48.9% of positive responses), has slightly deteriorated compared to the results obtained in 2022.</p> <p>Therefore, UAK will introduce new activities promoting knowledge about intellectual property rights, taking into account international procedures (see a new long-term action -</p>

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						Action no. 44).
A34 – conducting a series of training courses for all researchers (R1-R4) in the field of intellectual property rights		Until December 2028 and beyond (long-term action)	Head of the Rector's Intellectual Property Commission in cooperation with Director of the Technology Transfer Center	<p>I.A34. Circulating a newsletter every 6 months and/or e-mails among all employees and doctoral students.</p> <p>T.A34a. The UAK's researchers and doctoral students know intellectual property rights.</p> <p>T.A34b. An increase of positive responses by at least 20% to survey questions on the rules of the intellectual properties</p>	In progress	The list of the new UAK's internal legal acts associated with these three principles is shown in Action 32. We decided to conduct a series of training courses on intellectual property for all researchers (R1-R4). Moreover, a new long-term action associated with Principle 31 will be introduced (see Action no. 44).
A35 – update of internal regulations enabling the internationalization of the commission appointed to recruit researchers	(-/+) G.33. Teaching	Action completed	Rector	<p>I.A35 Amendment of the UAK Statute (§ 111 p.4 a provision was introduced for the Commission, an external expert, including a foreign one, with appropriate experience to assess candidates may also be appointed)</p> <p>T.A35. At the UAK, recruitment is carried out with the participation of a commission consisting of</p>	Completed	This action, associated with the "Teaching" principle, was completed in 2023. Several new Rector's Ordinances concerning this Principle have recently been introduced (see GAP analysis).

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				at least one person from abroad.		
A36 – updating the system of periodic appraisal of academic teachers (especially from R1 and R2 groups), taking into account the management of scientific research and exercising scientific supervision over young scientists;			Vice-Rector for General Affairs / Senate Commission for Staff Evaluation	<p>I.A36. Issuance of an appropriate updated regulation of the Rector of the UAK (Rector's ordinance no. 121/2022 of 14 December 2022).</p> <p>T.A36a. All researchers (R1-R4) have access to information about the employee appraisal system.</p> <p>T.A36b. An increase of positive responses by at least 15% to survey questions regarding the periodic assessment of academic teachers.</p>	Completed	This action, associated with the "Teaching" principle, was completed in 2023. Several new Rector's Ordinances concerning this Principle have recently been introduced (see GAP analysis).
A37 – appointment of a Rector's team to resolve conflicts at the UAK	(-/+) G.34. Complaints / appeals	Until December 2028	Rector	I.A37a. Issuance of a regulation of the Rector of the UAK (completed by the Rector's Ordinance No. 90/2022 of September 7, 2022, on anti-mobbing policy at UAK; By the Rector's Ordinance No. 84/2024, an academic ombudsman was appointed at the UAK).	Extended	The implemented acts of internal law associated with this action: As early as 2022, the Rector of the UAK issued Ordinance 90/22 on introducing an internal anti-mobbing policy at the University of Agriculture in Krakow. Moreover, in 2024, the Ordinance 84/2024 of the UAK Rector appointed an Academic Ombudsman at the University of Agriculture in Kraków.

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				<p>I.A37b Circulating a newsletter and/or e-mails among all employees and doctoral students, referring to the procedure for submitting complaints and appeals.</p> <p>T.A37a. UAK has appropriate procedures for resolving employee conflicts. The Conflict Resolution Council operates at the UAK.</p> <p>T.A37b. An increase of positive responses by at least 15% to survey questions regarding the complaints and appeals.</p>		The results of the internal 2024 survey indicate unsatisfactory implementation of Principle no. 34, which is related to this Action (35.0% of positive responses). However, similarly to 2022, a significant share of responses were "It is difficult to say unequivocally" and "I have no opinion". This may be due to poor knowledge of the procedures for handling complaints/appeals by researchers, including issues related to conflicts between supervisors and novice researchers, or the lack of encountering problems in their professional work that require such procedures. Therefore, the Rector's Commission extended this Action until December 2028 to elevate knowledge of the UAK's employees concerning the procedure for submitting complaints and appeals.
A38 – activation of researchers to act in the decision-making bodies of the University (organization of informational meetings).	(+/-) G.35. Participation in decision-making bodies	Until December 2028 and beyond (long-term action)	Vice-Rector for General Affairs	<p>I.A38a. Circulating a newsletter and e-mails among all employees and doctoral students.</p> <p>I.A38b. Meetings with employees and doctoral students before being</p>	In progress	In the periodic assessment of researchers, the evaluation commission considers points for their work in decision-making, such as the Senate, Senate and Rector commissions, discipline councils, etc.. This rule is included

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				<p>elected to the decision-making bodies of the UAK.</p> <p>T.A38. Researchers and doctoral students are more interested in participating in the decision-making bodies of the University</p>		in the Rector's Ordinance 121/2022 on detailed criteria for the periodic evaluation of academic teachers in UAK for 2023–2025. Since this is a long-term action, it has the status "In progress".
A39 – development of guidelines for the advisory bodies of the UAK (faculty councils, Rector and Senate commissions) on the rules of giving opinions on candidates for managerial positions at the UAK on the basis of professional qualifications	(-/+) G.36. Relations with supervisors (-/+) G.37. Supervision and managerial duties	Until December 2028	Vice-Rector for General Affairs / Senate's Organizational and Statute Commission	<p>I.A39. Guidelines for UAK advisory bodies (faculty colleges, senate, rector and departmental commissions) on the rules of giving opinions on candidates for managerial positions at the UAK, published on the university's website.</p> <p>T.A39. Advisory bodies of the UAK (faculty colleges, senate and rector's commissions, dean's commissions), as well as all academics (R1-R4) know the rules of giving opinions on candidates for managerial positions in UAK.</p>	Extended	So far, the following new UAK's internal legal acts associated with these two principles were amended: 1. Resolution of the Senate 23/2023 introduced the Doctoral School Regulations; 2. Resolution of the Senate of the University of Agriculture in Kraków 38/2024 approved the Ethics Regulations of the Community of the UAK; 3. Resolution of the UAK Senate 78/2023 introduced the Regulations for using the UAK research infrastructure; 4. Ordinance 166/2020 of the UAK's Rector regarding the appointment of the Rector's Task Force for the formal assessment of the application for the award of an academic title. Recently, this Rector's team organised training

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
						on promoting academic teachers. Although several new internal legal acts have been introduced, the 2024 survey results indicate only partial implementation of this principle (reduction in the percentage of positive responses). Therefore, extending the activities to implement this principle fully is proposed.
A40 – applying to programs financed from external funds aimed at improving the professional qualifications of academic staff (from R1-R4), such as the innovative program of strategic development of universities	(-/+) G.38. Continuing of professional development (-/+) G.39. Access to scientific training and the possibility of continuous professional development	Until December 2028 and beyond (long-term action)	Director of the Administrative Project Support Center / Director of the Doctoral School	<p>I.A40a. Circulating a newsletter every 6 months and/or e-mails among all employees and doctoral students.</p> <p>I.A40b. Training on improving professional skills in the field of applying for grants financed from external sources, such as an innovative program of strategic development of universities.</p> <p>T.A40a. Researchers (R1-R4) are provided with the necessary support in improving professional qualifications at all stages of their careers.</p>	In progress	So far, the following initiatives have been undertaken: 1. Application in programmes financed by external sources, aimed at enhancing the professional skills of university employees (R1-R4 groups), such as UAK's Innovative Strategic Development Programme; 2. Application in programmes financed by external resources, including co-financing of foreign and domestic science and research fellowships for academic teachers, especially from groups R1-R3; 3. Propagation of information on available programmes, training, and funding opportunities for employees from all groups (R1-R4). Moreover, the UAK Rector has issued the following ordinances: 1. Ordinance

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				<p>T.A40b. The UAK's researchers and doctoral students have better application skills in programs financed by external sources.</p> <p>T.A40c. An increase of positive responses by at least 15% to survey questions on the application for funds for the research.</p>		<p>111/2024 on implementation of the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Krakow; 2. Ordinance 109/2024 regarding the implementation of the Regulations for the activation of scientific activities of teaching-research and research staff of the University of Agriculture in Kraków.</p> <p>This is a long-term action improving the professional qualifications of researchers at all stages of their careers, and it will also be carried out in upcoming years. Therefore, it obtained the status "In progress."</p>
A41 – applying to programs financed from external funds related to co-financing scientific internships of foreign and domestic academic teachers, especially from groups R1-R3			Director of the Administrative Project Support Center / Head of the International Relations Office	<p>I.A41a. Circulating an every 2 months newsletter and/or e-mails among all employees and doctoral students.</p> <p>I.A41b. Training on improving professional skills in the field of applying for grants financed from external sources, such as an innovative program of strategic development of</p>	In progress	<p>So far, the following initiatives have been undertaken: 1. Application in programmes financed by external sources, aimed at enhancing the professional skills of university employees (R1-R4 groups), such as UAK's Innovative Strategic Development Programme; 2. Application in programmes financed by external resources, including co-financing of foreign and domestic science and research</p>

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				<p>universities.</p> <p>T.A41a. Researchers (R1-R4) are provided with the necessary support in improving professional qualifications at all stages of their careers.</p> <p>T.A41b. The UAK's researchers and doctoral students have better application skills in programs financed by external sources.</p> <p>T.A41c. An increase of positive responses by at least 15% to survey questions on the application for funds for the research.</p>		<p>fellowships for academic teachers, especially from groups R1-R3;</p> <p>3. Propagation of information on available programmes, training, and funding opportunities for employees from all groups (R1-R4). Moreover, the UAK Rector has issued the following ordinances: 1. Ordinance 111/2024 on implementation of the Regulations of the Own Scholarship Fund for scholarships for academic teachers of the University of Agriculture in Krakow; 2. Ordinance 109/2024 regarding the implementation of the Regulations for the activation of scientific activities of teaching-research and research staff of the University of Agriculture in Kraków.</p> <p>This is a long-term action improving the professional qualifications of researchers at all stages of their careers, and it will also be carried out in upcoming years. Therefore, it obtained the status "In progress."</p>
A42 – dissemination of the information about available programs, training, and fundraising				I. A42. Circulating a newsletter and e-mails among all employees and doctoral students.	In progress	This action is a long-lasting process. It is connected with the same internal legal acts of law as Actions 40 and 41; however, it

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
opportunities among researchers from all groups (R1-R4)				T.A42. All researchers (R1-R4) are provided with the necessary support in improving professional qualifications at all stages of their careers.		deals with distributing information on available programmes, training, and funding opportunities among researchers from all groups (R1-R4). It is currently carried out. It obtained the status "In progress".
A43 – appointment - in addition to the official superior and academic spokesman of the UAK - at each faculty or scientific discipline, of a person to whom doctoral students and young scientists may turn in matters related to the performance of their professional duties.	(-/+) G.40. Supervision	Until December 2028	Coordinators of the Councils of individual scientific disciplines	I.A43 Appointment of a tutor for each scientific discipline who helps young scientists develop their scientific careers. T.A43. Young researchers have the opportunity to ask a tutor to obtain the necessary information on career development and performance of professional duties.	Extended	The 2024 survey of researchers and doctoral students showed a decrease in the percentage of positive responses to questions related to principle no. 40, which indicates an unsatisfactory implementation of the Supervision principle. Therefore, the Rector's Commission has decided to intensify activities in this area, and this action obtained the status "Extended."
A44 - promotion of the rights of intellectual property among the employees of the University of Agriculture in Krakow.	(+/-) G.3. Professional responsibility (-/+) G.31. Intellectual Property Rights	Until December 2028 and beyond (new long-term action)	Director of the Technology Transfer Center in cooperation with the Organizational and Legal Department	I.A44 Training in the field of intellectual property protection, with a particular emphasis on aspects of international procedures. T.A44a All researchers (R1-R4) possess knowledge of issues related to the	New action	Even though the analysis of legal acts indicates that this principle has been fully implemented, the internal survey result indicates that the University should introduce activities to promote knowledge about intellectual property rights.

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				commercialization of research results and the protection of intellectual property. T.A44b The UAK Technology Transfer Center supports researchers and PhD students in matters related to commercialising research and protecting intellectual property. T.A44c Increase in the percentage of positive responses to the survey question on professional responsibility by 10%		
A45 - taking action to improve human resources policy in accordance with applicable national regulations.	(-/+) G.28. Career development	Until December 2028 and beyond (new long term action)	Vice-Rector for General Affairs in cooperation with the Head of the Personal Affairs Office	I.A45 Introduction of new legal acts in the UAK (Statute) emphasizing the importance of the quality of research workers and indicating the starting level of UAK employees. T.45 UAK employees (especially from groups R1 and R2) have the opportunity to constantly	New action	The results of the periodic survey conducted in 2024 showed insufficient implementation of principle no. 28; there was no significant improvement in respondents' responses to this principle compared to the study in 2022. Respondents still have some reservations about the effectiveness of the staff development system in UAK (employment of young scientists). Therefore, additional measures were introduced in this area.

ACTIONS (A)	GAP principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators (I) / Targets (T)	Current Status	Remarks
				improve their competences, which is guaranteed by the provisions of local law adopted by the University Senate.		

8. Schedule of activities related to the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture in Krakow (2025-2028)

Item	Description of the undertaken action	Responsible unit/person	2025												2026												2027												2028												
			I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	
A1	Conduct regular training courses for employees from R4-R1 groups on the open access policy to scientific publications and research data.	Rector's Plenipotentiary for the Open Access Policy.																																																	
A2	Adopting the UAK Code of Ethics and introducing the provision on the obligation to read this Code to the Work Regulations, including the responsibility to familiarise all employees from groups R1-R4 with this Code.	Rector / Plenipotentiary for equality in cooperation with the Head of the Rector's Commission for the gender equality plan, Academic Spokesperson, Head of the Organizational and Legal Section																																																	
A3	Review of existing financing rules and mechanisms of the research at the UAK and conducting training/information campaigns at the UAK for all employees from R1-R4, especially taking into account those from R1 and R2 groups.	Vice-Rector for Science in cooperation with the Director of the Technology Transfer Center, Administrative Project Support Center, Head of Science Office and Bursar's Office.																																																	
A4	Conducting a series of training for all researchers from R1-R4 groups courses in the field of copyright, related rights and industrial property rights management as well as the principles of research.	Rector's Intellectual Property Commission in cooperation with the Technology Transfer Center																																																	

	research infrastructure.	Transfer Center and the Machinery Department.																												
A26	Review of documents specifying the rules for granting leaves and remote work for R1-R4 researchers and other UAK employees in relation to planned changes to the Labor Code	Vice-Rector for General Affairs in cooperation with the Head of the Personal Affairs Office.	Completed – update in the following years																											
A27	Review and update the promotion procedure (mainly for researchers from R1-R3 groups).	Vice-Rector for General Affairs / Senate's Commission for Staff Evaluation.	Completed – update in the following years																											
A28	Wider promotion of activities supporting scientists from all groups (R1-R4) by the administration of UAK, Science Office (SO), Technology Transfer Center (CTT) and Administrative Project Support Center (CAWP) - informational meetings, newsletters, etc.	Head of the Science Office, Director of the Technology Transfer Center, Administrative Project Support Center, Head of the Promotion and Recruitment Office.	In progress (long-term action)																											
A29	Implementation of activities specified in the Gender Equality Plan of the UAK in the field of disseminating the principles of equality among employees from all groups (R1-R4).	Plenipotentiary for Equality	In progress (long-term action)																											
A30	development of guidelines defining and supporting the professional development of scientists at the UAK by experienced and outstanding researchers (mainly from R2-R4 groups)	Mentors' Council																												
A31	promotion of activities related to national and international mobility (especially among researchers from R1-R3 groups)	Vice-rector for Cooperation /Head of the International Relations Office	In progress (long-term action)																											

	in order to strengthen interdisciplinary cooperation and the implementation of joint research and application projects.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
A32	Organization of training in the field of career counseling for scientists (career building, getting promoted and scientific promotion), especially for researchers of R1-R3 groups	Director of the Administrative Project Support Center	In progress (long-term action)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
A33	Update of the guidelines for cooperation agreements/arrangements concluded by UAK in the field of regulations on intellectual property rights	Director of the Technology Transfer Center in cooperation with the Organizational and Legal Department																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								

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A39	Development of guidelines for the advisory bodies of the UAK (faculty councils, Rector and Senate commissions) on the rules of giving opinions on candidates for managerial positions at the UAK on the basis of professional qualifications	Vice-Rector for General Affairs / Senate's Organizational and Statute Commission																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								

9. Monitoring of the implementation and effectiveness of planned activities

The Team for Monitoring the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UAK, appointed by JM, hereinafter referred to as the Monitoring Team, acts as a Steering Committee responsible for supervising the proposed actions and solutions and proposing any further changes

The tasks of the Monitoring Team are as follows:

1. Overseeing the implementation process of the HRS4R UAK Strategy,
2. Supervising the activities of the Rector's Commission and other units involved in the implementation process,
3. Ensuring the quality and effectiveness of activities undertaken in the field of HRS4R Strategy,
4. Defining measures of implementation of activities and systematic evaluation of the effects of the implementation of the principles of the Charter and the Code by individual teams and organizational units in the University (implementation of the Action Plan),
5. Analyzing the effects of the various stages of the HRS4R Strategy implementation process,
6. Informing internal and external stakeholders about the results of the implementation of the HRS4R Strategy at UAK,
7. Formulating recommendations for the further implementation of the European Charter for Researchers provisions and the Code of Conduct for the Recruitment of Employees UAK.

10. Conclusions

Based on the analysis of legal acts and the degree of their subsumption into the legal system at the University of Agriculture in Krakow, the survey and its analysis, and the GAP analysis, the strengths and weaknesses of the university's organization and functioning were revealed, particularly emphasising the recruitment and development process of the staff.

Considering the materials collected, the strength of the University's organization is a coherent and non-exclusive system of legal acts. The lack of contradictions between local acts and generally applicable law significantly facilitates the implementation of new provisions related to obtaining the HRS4R certificate. Another strong point is taking pre-emptive actions aimed at introducing the "Gender Equality Plan" and the related task of the Rector's Plenipotentiary for Equality (<https://urk.edu.pl/universytet/wladze/pelnomocnicy-rektora>).

The actions taken by the Rector's Ordinance 40/2022 (https://akty.urk.edu.pl/zr_40_2022.pdf) aimed at establishing the Steering Committee for the implementation of the University management platform and the Project Team for the implementation of the University management platform at the UAK are consistent with the expectations aimed at changing the functioning of the University's website and the content contained therein. These guidelines were reflected in the launch of a new website in September 2024, incorporating AI elements in the creation of the presented graphic messages. Additionally, actions are being taken toward career counseling, understood as the promotion and improvement of professional qualifications.

A weakness, and therefore requiring further action, remains the extent to which the academic community is familiar with the new legal regulations and assistance available to scientists in obtaining external funds for their research. To this end, training and presentations on the new legal acts should be intensified.

It is justified to emphasize that the developed HRS4R Strategy of the University of Agriculture in Krakow is consistent with the statutory acts in force: the mission (<https://urk.edu.pl/en/university/about-university/mission-of-university>) and strategy

(<https://urk.edu.pl/en/university/about-university/strategy>). The actions indicated for implementation in the scope of implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at UAK will simultaneously enable achieving other goals of the strategic areas of the University's development defined in terms of: optimizing the use of human and material resources; improving the quality of conducted scientific research, its implementation and internationalization; adapting the didactic offer to the needs of the global labor market and services - in line with the strategic actions undertaken by EU bodies, including FF55, state authorities (Ministry of Science and Higher Education and Ministry of Agriculture and Rural Development) as well as local governments at all levels. They will also enable strengthening cooperation with economic entities.

The implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers thus becomes a natural continuation of the organizational activities adopted and applied for many years, along with the good practices included in the Social Responsibility of Science programme signed on November 16, 2017. Implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Agriculture will facilitate a fuller integration of the University with other research centers in Poland and within the so-called European Research Area.

Rector's signature

A handwritten signature in blue ink, appearing to read 'J. Talar', is positioned below the text 'Rector's signature'.

11. Appendices

Attachment 1. Letter of the Rector, Dr. Sylwester Tabor, Prof. UAK, dated October 6, 2021, on the UAK's support of the European Commission's Recommendation No. 2005/251/EC



UNIVERSITY OF AGRICULTURE
IN KRAKOW

dr hab. inż. Sylwester Tabor, prof. URK
Rector

2021-10-06

To: European Commission

Directorate General for Research and Innovation

Letter of Endorsement and Commitment to Implement the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

University of Agriculture in Krakow (UAK), represented by the Rector, dr hab. inż. Sylwester Tabor, prof. URK, hereby notifies that it fully endorses the 40 principles of the European Charter for Researchers and Code of Conduct for Recruitment of Researchers (Charter and Code).

University of Agriculture in Krakow wishes to declare its full commitment and readiness to begin the adoption of the proposed voluntary procedure for the implementation of the Charter and Code principles. Furthermore, University of Agriculture in Krakow is ready to undergo all subsequent phases of the procedure and to promote the regulations of the Charter and Code within the entire UAK community and in the compliance with notifies that the current internal legal regulations.

The European Charter for Researchers and the Code of Conduct for Recruitment of Researchers constitute a pillar for the maintenance of the fair employment conditions of researches which leads to enhancing the attractiveness of their research careers, as well as the quality of research and innovation, teaching.

By implementing The Charter and The Code, in compliance with the respective national and internal regulations, University of Agriculture in Krakow intends to encourage international cooperation and contribute to development of an open and attractive European market for researchers.

A handwritten signature in blue ink, appearing to be 'S. Tabor'.

PL 31-120 Kraków, al. Mickiewicza 21, tel. +48 12 633 13 36, e-mail: rector@urk.edu.pl

Attachment 2. Confirmation by the European Commission of the initiation on October 6, 2021 of the procedure to include the University of Agriculture in Krakow among the scientific entities supporting the provisions of the Charter and the Code

Case No: 2021PL693599



EUROPEAN COMMISSION

DIRECTORATE-GENERAL FOR RESEARCH & INNOVATION

DG Research & Innovation

RTD.A.3. - Research & Innovation Actors and Research Careers

Head of Unit

Brussels, 06/10/2021

Case No: 2021PL693599

recint@urk.edu.pl; andrzej.sechman@urk.edu.pl

Subject: Endorsement of the 'Charter and Code' principles and commitment to the implementation of the HRS4R

Dear Mr/Ms Dominika Dankiewicz,
Dear Mr/Ms Andrzej Sechman

We hereby acknowledge your institution's endorsement of the 40 principles of the "European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers".

University of Agriculture in Krakow will be listed on the EURAXESS portal under 'Charter and Code Endorsements' <https://euraxess.ec.europa.eu/jobs/charter>.

Your institution's case number on EURAXESS regarding the HRS4R is the following: 2021PL693599. This number should be quoted in all the future correspondence with the European Commission regarding the HRS4R project.

We kindly remind you that your institution committed to complete the first step of the HRS4R within the next 12 months. Please consult the expert report 'Shaping the future of the Human Resources Strategy for Researchers – HRS4R' for further information. By implementing the 'Charter and Code' principles, your institution will be joining a community of European universities, institutions and funders, including a number of international institutions, which are committed to continuously improve their HR practices. Implementing these principles is important in order to ensure the availability of motivated, highly qualified and skilled human resources in research and innovation. Your institution's declaration of commitment will send a clear signal to researchers that you are determined to make research careers in Europe more attractive and sustainable.

From now on, your institution has 12 months to prepare the application documentation. Please consult the guidelines on the EURAXESS website at <https://euraxess.ec.europa.eu/jobs/hrs4r> for next steps.

Should you need further information, please do not hesitate to contact our functional mailbox RTD-CHARTER@ec.europa.eu.

I wish you every success in implementing the principles of the 'Charter and Code' in your institution.

Best regards,

Apostolia KARAMALI
[Signed]

Attachment 3. Ordinance of the Rector of UAK No. 171/2021 dated November 10, 2021 on the appointment of the Rector's Commission for the implementation of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers at the Hugo Kołłątaj University of Agriculture in Kraków.

Zarządzenie Nr 172/2021
Rektora Uniwersytetu Rolniczego im. Hugona Kołłątaja w Krakowie
z dnia 10 listopada 2021 roku

w sprawie powołania Rektorskiej Komisji ds. wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie

Na podstawie § 14 ust. 1 i § 16 ust. 2 Statutu Uczelni z dnia 28 czerwca 2021 roku

zarządzam, co następuje:

§ 1

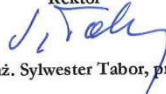
1. W Uczelni powołuje się Rektorską Komisję ds. wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie.
2. Do zadań Komisji należy:
 - 1) analiza wewnętrznych regulacji prawnych, procedur i praktyk stosowanych w Uczelni, wskazująca zakres, w jakim Uczelnia realizuje zapisy Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych;
 - 2) przygotowanie dokumentacji organizacyjnej, prawnej i informacyjnej jako wyniku przeprowadzonej analizy wewnętrznej, mającej na celu wskazanie obszarów wymagających konkretnych działań w kontekście dostosowania regulacji wewnętrznych do wymogów Karty i Kodeksu;
 - 3) opracowanie ww. strategii działań (w polskiej i angielskiej wersji językowej), zwanej dalej „Strategią HR”, obejmującej:
 - a) harmonogram prac Komisji i zakres odpowiedzialności,
 - b) rezultaty i wnioski z analizy wewnętrznej w kontekście realizacji postanowień Karty i Kodeksu,
 - c) plan zawierający opis działań, które zostaną podjęte w celu wdrożenia w Uczelni zapisów Karty i Kodeksu oraz opis istniejących działań, które zostaną usprawnione celem zapewnienia zgodności dokumentacji z postanowieniami Karty i Kodeksu,
 - d) przeprowadzenie procesu implementacji zapisów Karty i Kodeksu do wewnętrznych aktów prawnych, procedur i praktyk,
 - e) informację o planach przeprowadzenia działań promujących zapisy Karty i Kodeksu na poziomie wewnętrznym (w Uczelni) i zewnętrznym (regionalnym lub krajowym),
 - f) monitoring wdrożenia zapisów Karty i Kodeksu oraz zapewnianie jakości procedur podejmowanych w ramach Strategii HR.

§ 2

Zarządzenie wchodzi w życie z dniem podpisania.

Kraków, dnia 10 listopada 2021 roku

Rektor



dr hab. inż. Sylwester Tabor, prof. URK

Attachment 4. Ordinance of the Rector of UAK No. 97/2022 of September 23, 2022 on the appointment of the Team for Monitoring the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Hugo Kołłątaj University of Agriculture in Kraków.

Zarządzenie Nr 97/2022
Rektora Uniwersytetu Rolniczego im. Hugona Kołłątaja w Krakowie
z dnia 23 września 2022 roku

w sprawie powołania Rektorskiego Zespołu ds. monitorowania wdrożenia zasad Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie

Na podstawie § 16 ust. 2 Statutu Uczelni z dnia 28 czerwca 2021 roku

zarządzam, co następuje:

§ 1

1. W Uczelni powołuje się Rektorski Zespół ds. monitorowania wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie.
2. Do zadań Zespołu należy:
 - 1) nadzór nad procesem wdrażania Strategii HRS4R URK;
 - 2) nadzorowanie działań Komisji Rektorskiej (grupy roboczej) oraz innych jednostek zaangażowanych w proces wdrożenia zapisów Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uczelni;
 - 3) zapewnienie jakości i skuteczności działań podejmowanych w zakresie Strategii HRS4R;
 - 4) określenie mierników realizacji działań oraz systematyczna ocena efektów wdrażania zasad Karty i Kodeksu przez poszczególne zespoły i jednostki organizacyjne w Uczelni;
 - 5) analiza efektów poszczególnych etapów procesu wdrażania Strategii HRS4R;
 - 6) informowanie interesariuszy wewnętrznych i zewnętrznych o wynikach wdrożenia Strategii HRS4R w Uczelni;
 - 7) formułowanie zaleceń dotyczących dalszych etapów wdrażania zapisów Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uczelni.
3. Informacja na temat składu osobowego Zespołu dostępna jest na stronie internetowej Uczelni.

§ 2

Nadzór nad wykonaniem zarządzenia sprawuje Prorektor ds. Współpracy z Zagranicą.

§ 3

Zarządzenie wchodzi w życie z dniem podpisania.

Kraków, dnia 23 września 2022 roku

PROREKTOR
ds. Współpracy z Zagranicą

prof. dr hab. inż. Andrzej Sechman

R e k t o r

dr hab. inż. Sylwester Tabor, prof. URK

Attachment 5. Ordinance of the Rector of UAK No. 9/2023 of January 25, 2022 on the introduction of the Policy of open, transparent and substantive recruitment of employees (OTM-R) for research and research-teaching positions at the Hugo Kollataj University of Agriculture in Kraków.

Zarządzenie Nr 9/2023

Rectora Uniwersytetu Rolniczego im. Hugona Kołłątaja w Krakowie

z dnia 25 stycznia 2023 roku

**w sprawie wprowadzenia polityki otwartej, przejrzystej i merytorycznej rekrutacji
pracowników (OTM-R) na stanowiska badawcze oraz badawczo-dydaktyczne
w Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie**

Na podstawie § 14 ust. 1 i 2 oraz § 15 ust. 1 i 2 pkt 3 Statutu Uczelni z dnia 28 czerwca 2021 roku,

zarządzam, co następuje:

§ 1

W Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie wprowadza się politykę otwartej, przejrzystej i merytorycznej rekrutacji pracowników (OTM-R) na stanowiska badawcze oraz badawczo-dydaktyczne – w brzmieniu Załącznika nr 1 do niniejszego zarządzenia.

§ 2

Nadzór nad wykonaniem zarządzenia sprawuje Prorektor właściwy ds. kadrowych.

§ 3

Zarządzenie wchodzi w życie z dniem podpisania.

Kraków, dnia 25 stycznia 2023 roku

R e k t o r

dr hab. inż. Sylwester Tabor, prof. URK

EURAXESS - HRS4R GAP Analysis, OTM-R and Action EC Consensus Outcome

Dear Madam/Sir, We would like to inform you about the outcome of the assessment by the independent reviewers. The assessors welcomed the care taken in aligning your institution's HR practices with those of the Charter and Code principles. **The comprehensive analysis and action plan meet all the requirements for the use of the 'HR Excellence in research' award. The final consensus report is released for your information in the HRS4R dashboard of the e-tool.** The award reflects your commitment to continuously improve your human resource policies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, notably your commitment to achieve fair and transparent recruitment and appraisal procedures. **From now on, you can use the 'HR Excellence in Research' award to promote the stimulating and favourable work environment for researchers in your institution.**

Please visit your [HRS4R Dashboard](https://euraxess.ec.europa.eu/jobs/hrs4r) to download the HR award icon in different formats together with the graphic guidelines. The 'HR Excellence in Research' award will be soon activated on the EURAXESS portal: every time your institution publishes a vacancy on EURAXESS, the 'HR Excellence in Research' icon will appear. Furthermore, the institution will be listed on the EURAXESS portal under the header of 'HR Acknowledged Institutions' (<https://euraxess.ec.europa.eu/jobs/hrs4r>). Retaining the HR award requires an internal review of your action plan in **two years' time**, also assessed by independent reviewers. All relevant information is available on the EURAXESS website

<https://euraxess.ec.europa.eu/jobs/hrs4r>. We wish you every success with the implementation of the Human Resources Strategy for Researchers in your institution and look forward to seeing your achievements in 24 months from now. Kind Regards The EURAXESS Rights team RTD-CHARTER@ec.europa.eu

Attachment 7. Template of the research tool (questionnaire)

Dear All

We would kindly ask you to participate in a questionnaire survey in which you may evaluate some aspects related to the working conditions at the **Hugo Kołłątaj University of Agriculture in Kraków (the University)**. An analysis and evaluation based upon this survey will constitute the basis for proceeding to actions pertinent to the procedure aimed at implementing the rules of the *European Charter for Researchers* and *Code of Conduct for the Recruitment of Researchers (ECR and CCRR)*.

The main purpose of implementing the ECR and CCRR rules is to obtain the "HR Excellence in research" logo, awarded by the European Commission to institutions and entities that create a friendly working and development environment. The awarding of this logo is an action by the European Commission, conducted within the Human Resources Strategy for Researchers, aimed at increasing the attractiveness of working conditions for researchers in the European Union. Such actions should lead to an increase in the number of researchers in European institutions. The European Commission supports those institutions that implement the principles of the European Charter and Code by organizing meetings and discussions with the participation of the institutions concerned. In addition, these institutions are promoted among international organizations and researchers as those that can ensure and offer the best working and development possibilities for researchers.

The questionnaire survey targets University teachers (employed as researchers, holding research-and-didactic or didactic positions) and doctoral students.

The questions included in the questionnaire arise from the need to gather reliable opinions from URK (University) workers and doctoral students regarding employment and working conditions at the University. Since analysing the responses will facilitate the improvement of working standards, we kindly ask you to take some time to familiarise yourself with the questionnaire and to respond to all questions.

Your participation is anonymous and voluntary, and at any moment you may either stop up filling up the questionnaire or omit any question as you wish.

We would like to thank you in advance for your participation in the survey and the time dedicated for filling up the questionnaire.

Members of the Rector's Committee for Implementation of the *European Charter for Researchers* and *Code of Conduct for the Recruitment of Researchers* at the Hugo Kołłątaj University of Agriculture in Kraków.

SURVEY QUESTIONNAIRE

Ethical and Professional Issues

1. Please give your opinion on whether you have an influence on the scope of subjects that you deal with or will deal with in scientific research?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no

- ☐ I have no opinion
- 2. Please express your opinion on whether ethical standards are respected in the professional and scientific work at the University?**
- ☐ Definitely yes
☐ Probably yes
☐ It's hard to say
☐ Probably no
☐ Definitely no
☐ I have no opinion
- 3. Please express your opinion on whether the University's academic staff comply with the rules of professional responsibility, such as avoiding plagiarism, respecting intellectual property?**
- ☐ Definitely yes
☐ Probably yes
☐ It's hard to say
☐ Probably no
☐ Definitely no
☐ I have no opinion
- 4. Please express your opinion whether academics know the overarching strategic goals of the University, in which their research and related funding mechanisms fit?**
- ☐ Definitely yes
☐ Probably yes
☐ It's hard to say
☐ Probably no
☐ Definitely no
☐ I have no opinion
- 5. Please express your opinion whether the University's academic staff inform their superiors (or other persons acting as research funders) about any changes in the course of research, such as: delay, suspension, extension or narrowing of the scope of research, etc.)?**
- ☐ Definitely yes
☐ Probably yes
☐ It's hard to say
☐ Probably no
☐ Definitely no
☐ I have no opinion
- 6. Please express your opinion whether the researchers know and respect the generally applicable and internal (university) regulations governing working conditions at the University?**
- ☐ Definitely yes
☐ Probably yes
☐ It's hard to say
☐ Probably no
☐ Definitely no
☐ I have no opinion
- 7. Please express your opinion whether the University's researchers are aware of their responsibility towards the employer or other research funders for reliable and transparent management of research finances?**
- ☐ Definitely yes
☐ Probably yes

- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

8. Please express your opinion whether the University complies with health and hygiene regulations while performing professional duties and conducting scientific research?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

9. Please express your opinion whether the University complies with the provisions of national law regarding the requirements for data protection and confidentiality of information?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

10. Please express your opinion whether the University has implemented a backup strategy in the event of data loss due to ICT failure?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

11. Please express your opinion whether the University supports cooperation with business / industry and other external entities?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

12. Please express your opinion whether the University has an effective system of supporting researchers in the field of cooperation with the economy (e.g. with entities from the area of business or industry, etc.)?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

13. Please express your opinion as to whether the University undertakes activities aimed at popularizing and promoting scientific research?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

14. Please express your opinion whether the University has an effective system of supporting researchers in the field of disseminating research results?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

15. Please express your opinion on whether the research undertaken at the University is significant for the development of the economy and society?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

16. Please express your opinion whether there are any signs of discrimination at the University (e.g. due to gender, age, sexual orientation, worldview, political beliefs)?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

17. Do you think that you have been unfairly treated by your superiors or colleagues at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

18. Has it ever happened that any of your colleagues believed that they had been unfairly treated by your superiors or colleagues at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

19. Please express your opinion whether the University has procedures to counteract the phenomena of inequality or discrimination?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

20. Please express your opinion whether the University has a transparent and fair system for evaluating the professional and scientific work of a researcher?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

21. Please express your opinion on whether the following achievements are adequately taken into account in the periodic evaluation of researchers:

Type of achievement	Definitely yes	Probably yes	It's hard to say	Probably no	Definitely no	I have no opinion
a. number and type of publications						
b. patents, inventions, implementations						
c. acquiring and implementing research projects						
d. conducting didactic classes and providing scientific supervision						
e. organizational activity						
f. dissemination activities						
g. mobility and national and international cooperation						

Recruitment and Selection

22. Please express your opinion whether the University has transparent procedures (rules) for the recruitment of researchers, adapted to the type of position offered?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

23. Please express your opinion whether the rules of employing young adepts of science (researchers with a doctoral degree) are clearly defined at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

24. Please express your opinion whether the recruitment and employment criteria for employees with a doctoral degree or higher have been clearly defined at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

25. Please express your opinion on whether the recruitment procedures (rules) are followed at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

26. Please express your opinion whether the recruitment for vacancies is carried out by a competent recruitment committee with relevant experience in assessing candidates?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

27. Please express your opinion whether the University informs the candidates about the selection criteria in the recruitment process?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

28. Please express your opinion whether the person participating in the recruitment process is fully informed about the prospects of professional and scientific development at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no

- ☐ Definitely no
- ☐ I have no opinion

29. Please express your opinion whether the time allocated to submitting job offers as part of the recruitment procedure is sufficiently long?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

30. Please express your opinion whether in the recruitment process the recruitment committee makes an objective assessment of academic and professional qualifications based on the previously announced criteria?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

31. Please express your opinion whether in the recruitment process the recruitment committee takes into account additional achievements and scientific and professional qualifications of the candidates, presented in the form of additional documents attached to the application?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

32. Please express your opinion as to whether the recruitment committee perceives mobility experience as a valuable contribution to the researcher's professional development?

Type of mobility	Definitely yes	Probably yes	It's hard to say	Probably no	Definitely no	I have no opinion
a. stay in another country / region						
b. stay in a different research environment (e.g. post-doc internship)						
c. an internship in an institution from the economic environment						
d. change of discipline or sector in the course of an academic career						
e. experiences in the field of virtual mobility (remote collaboration using electronic networks)						

33. Please express your opinion on whether the recruitment committee evaluates the following achievements of the candidate in a quantitative and qualitative manner?

Type of achievement	Definitely yes	Probably yes	It's hard to say	Probably no	Definitely no	I have no opinion
a. number and type of publications						
b. patents, inventions, implementations						
c. experience in acquiring and implementing research projects						
d. experience in conducting didactic classes						
e. experience in providing scientific supervision						
f. other outstanding achievements						

34. Please express your opinion whether the recruitment committee, when assessing the candidate's qualifications, takes into account the entire course of the current professional career and achievements to date?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

Working Conditions and Social Security

35. Please express your opinion whether the University's academic staff, regardless of their academic degree, are treated in their environment as professionals, i.e. people dealing with initiating or creating new knowledge, products, processes, methods and systems as well as project management?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

36. Please express your opinion whether the University's employees have access to appropriate infrastructure (e.g. laboratories, tools, equipment, etc.)?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

37. Please express your opinion whether the University provides flexible working conditions (various working hours, part-time work, telework, sabbatical leave)?

- ☐ Definitely yes

- ☐ Probably yes
- ☐ Probably no
- ☐ Definitely no
- ☐ It's hard to say
- ☐ I have no opinion

38. Please express your opinion whether the University offers stable employment conditions?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

39. Please express your opinion as to whether the University provides fair and attractive remuneration conditions for employees at every stage of their career?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

40. Please express your opinion on whether the University provides social security benefits (including: sickness benefits, family benefits, pension rights ...) at every stage of your career, in accordance with applicable national regulations and sectoral collective agreements?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

41. Please express your opinion whether there are any forms, tools, procedures, organizational structures at the University for financing scientific research?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

42. Please express your opinion on whether at the University the persons conducting research receive sufficient support in the process of applying for funds to carry out the research?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

43. Please express your opinion whether at the University the persons conducting scientific research receive sufficient support in terms of the correctness of spending funds and organization of work related to the implementation of scientific projects?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

44. Please express your opinion whether both women and men employed at the University have equal conditions for personal, professional and scientific development?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

45. Please express your opinion whether the University supports the professional and scientific development of employees?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

46. Please express your opinion whether the University has a strategy for the development of employees at various stages of their professional and scientific careers?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

47. Please express your opinion whether the system of personnel reshuffle (employing young adepts of science) ensures effective development of the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

48. Please express your opinion whether the University has an effective system of supporting the professional and scientific development of people with disabilities?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say

- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

49. Please express your opinion whether the researchers of the University have favorable conditions that support their mobility?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

50. Please express your opinion whether the professional counseling offered by the University is available to researchers at every stage of their professional career?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

51. Please express your opinion on whether the principles of respecting and protecting intellectual property are respected in the professional and scientific work at the University?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

52. Please express your opinion whether at the University the persons conducting research receive sufficient support in the field of knowledge of international, national, sectoral and institutional regulations and legal norms regarding issues related to the observance of intellectual property rights?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

53. Please express your opinion whether there is a procedure at the University ensuring the protection of intellectual property rights and participation in the funds obtained from commercialization?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

54. Please express your opinion whether the creative contribution of researchers, especially doctoral students and young scientists, is reflected through their participation as co-authors of published scientific works?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

55. Please express your opinion whether the didactic duties of the University's research staff are properly appreciated (remunerated and included in the periodic assessment procedures)?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

56. Please express your opinion whether the University has procedures for considering complaints / appeals of researchers, including issues related to conflicts between research supervisors and beginning researchers?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

57. Please express your opinion whether the interests of individual researchers, people employed in similar positions, and organizational units have their representatives in the University authorities?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

Training and Development

58. Please express your opinion whether the University superiors offer a sufficient level of support when academics apply for professional and academic promotion?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

59. Please give your opinion as to whether your superiors are helpful in solving problems related to scientific issues?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no

☐ I have no opinion

60. Please express your opinion whether the University has an effective system of supporting the professional and scientific development of doctoral students and young scientists?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

61. Please give your opinion on whether the research tutors provide adequate support to young scientists?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

62. Please express your opinion on whether the managers at various levels of the University create appropriate conditions for young scientists for scientific development?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

63. Please express your opinion on whether the University supports researchers in improving their professional qualifications at every stage of their career?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

64. Please express your opinion whether the University has clear criteria for delegating employees to events (initiatives) aimed at improving their professional or scientific qualifications (courses, training, conferences, internships, etc.)?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say
- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

65. Please express your opinion whether the persons supervising the University's researchers have the appropriate capabilities, competences and experience to exercise this supervision?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ It's hard to say

- ☐ Probably no
- ☐ Definitely no
- ☐ I have no opinion

66. Please express your opinion on whether other important issues should be taken into account in this survey?

If "Yes", please describe them below:

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.....

.....

.....

67. Please indicate your gender:

.....

68. Please indicate your age:

- ☐ 24-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ above 65

69. Please indicate your academic (professional) degree (title):

- ☐ professor
- ☐ doctor habilitated
- ☐ doctor
- ☐ master
- ☐ bachelor/engineer

70. Please indicate your professional group at the University:

- ☐ research-and-didactic worker
- ☐ research worker
- ☐ didactic worker
- ☐ doctoral student

71. Please indicate your position at the University:

- ☐ professor
- ☐ University's professor
- ☐ adjunct lecturer
- ☐ assistant lecturer
- ☐ other position

72. Please indicate the employment unit at the University:

- ☐ Faculty of Agriculture and Economics
- ☐ Faculty of Forestry
- ☐ Faculty of Animal Breeding and Biology
- ☐ Faculty of Environmental Engineering and Geodesy
- ☐ Faculty of Biotechnology and Horticulture
- ☐ Faculty of Production Engineering and Energetics
- ☐ Faculty of Food Technology
- ☐ University Center for Veterinary Medicine
- ☐ Interdepartmental Unit