

GAP Analysis (Charter and Code Checklist)

Case number: [2021PL693599](#)

Name Organisation under review: University of Agriculture in Krakow

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GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

- **Status:** to what extent does the organisation meet the following principles?
- **Implementation** (++, +/- , -/+, --):
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - insufficiently implemented
- **GAP:** In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation.
- **Implementation impediments:** If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation
- **Initiatives undertaken/new proposals:** If relevant, please list any initiatives that have already been taken to improve the situation

and/or new proposals that could remedy the current situation.

Status				
	Ethical and Professional Aspects	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
1	Research freedom	++	<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 research freedom.</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>Initiative already undertaken:</p> <ol style="list-style-type: none"> conducting regular training courses for employees on the policy of open access to scientific publications along with research data obtained in research entities of the University of Agriculture in Krakow (UAK).
2	Ethical principles	+/-	<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 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 indicate the need to fully implement the UAK Code of Ethics and to introduce into the Work Regulations a provision on the obligation to know the UAK Code of Ethics.</p>	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> work has been undertaken to prepare the Rector's ordinance on the introduction of the UAK Code of Ethics and introduction to the Work Regulations of the provision on the obligation to know this Code.
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>No initiatives necessary.</p>

			The analysis of the respondents' answers and legal acts shows that this principle has been fully implemented.	
4	Professional attitude	+/-	<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 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. However, a lack of uniform principles and mechanisms of research funding at UAK has been identified.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. review of the existing rules and mechanisms for financing research at the UAK and conducting training / information campaigns at the UAK.
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>New proposal:</p> <ol style="list-style-type: none"> 1. conducting a series of trainings in the field of copyright, related rights and industrial property rights management as well as the principles of commercialization.
6	Accountability	++	<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 accountability.</p> <p>The analysis of the respondents' answers and legal acts shows that this principle has been fully implemented.</p>	No initiatives necessary.
7	Good practice in research	+/-	The analysis of the documents showed that neither	New proposals:

			<p>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>	<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 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; 4. introducing the rules for conducting periodic inspections and tests of installations, utility and safety devices that are part of building facilities.
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, the respondents' doubts are raised by 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 problems with updating information on the University website have been found.</p>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. a systematic modernization of the UAK website and the updating of information on this website (including the websites of the Faculties) have been introduced; 2. the process of modernizing and updating information on English-language websites has been started. <p>New proposal:</p> <ol style="list-style-type: none"> 1. appointing a team for ranking and building the academic 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>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. systematic updating of information on the UAK website, as well as in the media about the achievements of research workers have been started. 2. the process of modernization and updating of information on the English-language websites has begun. <p>New proposal:</p> <ol style="list-style-type: none"> 1. intensifying activities related to dissemination and promotion of science and scientists' achievements.
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, hence certain improvements have to be introduced. Moreover, less than half of the respondents are convinced that the UAK has procedures to counteract inequality or discrimination events.</p>	<p>Initiatives already undertaken:</p> <ol style="list-style-type: none"> 1. the "Gender Equality Plan" has been developed and implemented 2. the Rector's Plenipotentiary for Equality and Rector's Plenipotentiary for People with Disabilities have been appointed. <p>New proposals:</p> <ol style="list-style-type: none"> 1. providing information on the issues of identification and counteracting mobbing, discrimination and corruption and their effects on the UAK website; 2. introducing awareness training about the special needs of employees, students and doctoral students, including disabilities; 3. amending the internal policy on prevention of bullying, discrimination and corruption.
11	Evaluation/ appraisal systems	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. inclusion in the evaluation criteria for

			<p>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 evaluation/appraisal systems, it was noted that the periodic appraisal of employees did not take into account teaching activities and scientific supervision, dissemination activities, as well as mobility and national and international cooperation.</p>	<p>academic staff: teaching activities and scientific care for students and doctoral students, dissemination activities, as well as mobility and national and international cooperation.</p>
<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.</p>				
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 present UAK recruitment procedures are consistent with the national regulations, not all principles specified in the Code have been implemented. The questionnaire responses indicated that the principle has not been fully implemented.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. introduction of the OTM-R principles; 2. development of a template of the recruitment advertisement; 3. updating the Rector's ordinances in the context of the provisions of the new Statute of the URK and the Organizational Regulations of the URK; 4. launching an electronic recruitment system.
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</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code

			are consistent with the national and EU regulations, not all principles specified in the Code have been implemented.	of Conduct for Recruitment of Researchers
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 present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
15	Transparency (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 questionnaire responses indicated that the principle has not been fully implemented, particularly there is lack of complete information on the prospects of professional and scientific development at the University.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
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</p>	<p>New proposal:</p> <ol style="list-style-type: none"> introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.

			<p>implemented. Most of the respondents to 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>	
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 present UAK recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Some limitations in the process of recruiting employees at UAK are indicated by responses regarding the level of implementation of this principle. The respondents point to the insufficient consideration of additional achievements as well as scientific and professional qualifications of the candidates, presented in the form of additional documents attached to the application, in the recruitment process.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
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</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.

			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.	
19	Recognition of qualifications (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: 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>New proposal:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.
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 of the respondents indicate that this principle is implemented at the UAK, however, additional efforts should be undertaken to better</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including the development of guidelines for the recruitment board on conducting the recruitment process for the positions of academic teachers in compliance with the Code of Conduct for Recruitment of Researchers.

			implement this principle in the recruitment procedure.	
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 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>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. introduction of the OTM-R principles; 2. information trainings for newly recruited scientists with a doctoral degree, concerning their career development and development requirements.
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
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 indicated that the principle has not been fully implemented.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. appointment of a board of mentors as an advisory body for researchers, composed of the best UAK's academic teachers
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 concerning research environment.</p> <p>Identified gap: Although the present UAK recruitment procedures</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. annual inspections of research and technical facilities and equipment, preparation of annual reports on the condition thereof; 2. verification of the regulations for using the University's research infrastructure.

			are consistent with the national regulations, not all principles specified in the Charter have been implemented. The questionnaire responses indicated that the principle has not been fully implemented.	
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 proposed.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. review of the documents defining the rules for granting paid holiday and tele-working in the context of planned amendments to the Labour Code.
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>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. review and update of the promotion procedure.
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 respondents believe that the University</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. wider promotion of activities supporting scientists by the administration of the UAK, the Science Office (SO), the Technology Transfer Center (TTC) and the Center for Administrative Support for Projects (CASP) - information meetings, newsletters, etc.

			<p>ensures fair and attractive remuneration conditions for employees at every stage of their career. The support of persons conducting scientific research in the process of applying for funds for the implementation of these research, as well as support in the correct spending of funds and organization of work related to the implementation of scientific projects was considered insufficient.</p>	
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 indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. implementation of activities specified in the UAK Gender Equality Plan in the field of disseminating the principles of 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 an insufficient implementation of the principle of career development. The respondents expressed doubts as to the existence at the 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 professional and scientific development of people with disabilities. However, it should be emphasized that the responses "It is difficult to say</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. development of guidelines defining and supporting the professional development of scientists at the URK by experienced and outstanding researchers.

			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.	
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>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. promotion of activities concerning national and international mobility in order to strengthen interdisciplinary cooperation and the implementation of joint research and application projects.
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 issues. Alternatively, they do not have sufficient knowledge about the University's offer in the above-mentioned scope.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. organization of training in the field of career counseling for scientists (career building, promotion and scientific promotion).
31	Intellectual Property Rights	+/-	The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the	<p>New proposals:</p> <ol style="list-style-type: none"> 1. adoption of the internal Code of Ethics of the UAK and introduction

			<p>principles of the European Charter for Researchers concerning intellectual property rights.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>into the Workplace Rules of an obligation to become acquainted with the Code;</p> <ol style="list-style-type: none"> 2. update of guidelines for cooperation contracts/agreements concluded by the UAK concerning regulations on intellectual property rights; 3. delivering a series of trainings to researchers on intellectual property rights.
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 indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. adoption of the internal Code of Ethics of the UAK and introducing in the Workplace Rules of an obligation to become acquainted with the Code
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. An additional confirmation are the comments expressed in the form of free expression.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. update of internal regulations enabling the internationalization of the commission appointed to recruit researchers, 2. updating of the periodical employee evaluation system, taking into account scientific research management and supervising early-stage researchers; initiatives aimed at raising scientific awareness of the general public and mobility,
34	Complains/ appeals	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. appointing of a Conflict Resolution

			<p>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 the result of little knowledge of the procedures for dealing with complaints / appeals of researchers, including issues related to conflicts between researchers and beginning researchers, or the lack of encounter in their professional work with problems that require the use of such procedures.</p>	Board at the UAK.
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, hence certain improvements have to be introduced.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. activation of research workers to act in the decision-making bodies of the University (organization of information meetings)
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
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</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. adoption of the Code of Ethics of the UAK and introduction in the Workplace Rules of an obligation to become acquainted with the Code; 2. appointment of the Board of Mentors as an advisory body for researchers, composed of the best UAK’s academic teachers;

			improvements have to be introduced.	3. development of guidelines for the UAK's advisory bodies (faculty boards, rector's and senate committees) on the principles for giving opinions on candidates for managerial positions at the UAK based on professional qualifications;
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 responses provided indicate that the principle was not fully implemented. According to the respondents, 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 professional qualifications at every stage of their career, is still insufficient.</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. development of guidelines for the UAK's advisory bodies (faculty boards, rector's and senate committees) on the principles for giving opinions on candidates for managerial positions at the UAK based on professional qualifications;
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: The responses provided indicate that the principle was not fully implemented. According to the respondents, the system of supporting the professional and scientific development of doctoral</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. application in programmes financed from external sources, aimed at enhancing professional skills of university employees, such as: UAK's Innovative Strategic Development Programme; 2. application in programmes financed from external resources, such as co-financing of foreign and domestic science and research fellowships for

			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 professional qualifications at every stage of their career, is still insufficient. Such opinions are partially confirmed by comments expressed in the open question.	academic teachers; 3. propagation of information on available programmes, trainings and funding opportunities
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 continuous development.</p> <p>Identified gap: The conviction about the existence of clear criteria for delegating employees to events (initiatives) aimed at improving professional or scientific qualifications (courses, trainings, conferences, internships, etc.) was expressed by slightly less than half of the respondents, therefore the implementation of the principle should be considered not fully satisfactory.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. application in programmes financed from external sources, aimed at enhancing professional skills of university employees, such as: UAK's Innovative Strategic Development Programme; 2. application 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.
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: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. appointment – apart from a direct superior and the UAK's Academic Ombudsman – in every faculty, of a person to whom doctoral students and researchers at the beginning of their career can refer in matters concerning the performance of their professional duties.