

Appendix No. 1 to Resolution No. 96/2022. of the Senate of the UAK of 21st September, 2022
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 at 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



HR EXCELLENCE IN RESEARCH

Krakow 2022

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

A Word of HM Rector of the University of Agriculture in Kraków

The Hugo Kołłątaj University of Agriculture in Kraków, established as an independent University in 1953, is the only research unit with a science-agricultural-technical profile in South-East Poland. Unique and modern research equipment enables an active participation in a global circulation of ideas, which can be proved by the evaluation results that are the prerequisite for awarding all academic degrees. Such a potential is also confirmed by the Polish Accreditation Committee, whereas such an action is complemented by research publications printed in top-line research journals. The number of grants and patents obtained has been dynamically increasing in the recent four years, which is reflected in the assessment of the degree of impact upon the socio-economic environment in which the University operates.

However, the greatest asset of the University are its employees, academic teachers as well as the administration and service staff. Those persons keep on improving their professional skills, which is translated into the level of research, didactics and cooperation with external stakeholders. An important link in education is the Doctoral School since it constitutes a reservoir of research staff, which ensures the generational replacement.

Despite a difficult situation caused by the pandemic and the war, the economic situation of the University is stable, and this allows winning best candidates for researchers and academic teachers by way of competition. Further academic staff development will, however, entail a wider opening to the global services market. Such an action means the necessity of adopting employment and work standards effective in the best European universities. The commencement of the procedure aimed at awarding the logo HR Excellence in Research resulted from a grassroots initiative of the University's Academic Community, which required an in-depth diagnosis of the strong and weak points and as well as an elaboration and implementation of a multilayer strategy based upon the European Commission's guidelines under the Human Resources Strategy for Researchers. Acting in line with the assumptions given in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, an extensive document viz. HRS4R Strategy has been drawn up. This document constitutes a road map with defined lines of actions aimed at continuous raising the level of competence of the staff recruited in conjunction with improving both the skills and the research workshop of the scientists and Ph.D. students who do research at the University. Being awarded the certificate is not a purpose itself, but only a way to the goal viz. improving the level of research internationalization and academic exchange as well as recruiting the best employees who are able to take full advantage of the University equipment and its modern facilities. All those actions are possible exclusively due to high motivation and awareness that the future of the University of Agriculture in Kraków depends in equal measure on all of us.

I am convinced that obtaining the logo HR Excellence in Research will confirm the University's position and will motivate all employees to improve their own paths of personal and professional development.

URK Professor Sylwester Tabor, PhD Hab. Eng.

1. General characteristics of the University of Agriculture

Hugo Kollataj University of Agriculture in Kraków 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, and environmental protection and shaping sectors, in all aspects of their functioning, i.e. natural, technical, social and economic. 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://en.UAK.edu.pl/mission.html>.

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

UCMW - University Center for 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. Orła 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
Czyrna 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

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.

1.3 Profile of research activity, scientific disciplines, academic qualifications

Research conducted in 12 scientific disciplines, <https://UAK.edu.pl/index/site/6907>

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 carried out within the framework of scientific programs coordinated by: the Ministry of Education and Science and the agencies: the National Science Center, the National Center for Research and Development. Cooperation with private business entities is also of great importance.

The University has 4 laboratories with the PCA accreditation:

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

Laboratory of Production Technology and Quality Assessment of Biofuels, <https://labiom.UAK.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://lfcimao.UAK.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.

1.4 Transfer of knowledge and technology to the economy

In the field of circular economy development, 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 and Social Policy, Ministry of Climate and Environment, Ministry of Development and Technology, Ministry of Funds and Regional Policy with the State Forests National Forest Holding and all levels of local government administration, with particular emphasis on the agglomerations of Krakow, Świętokrzyskie, Silesia and Tarnów. Cooperation with business is coordinated by the Technology Transfer Center, <https://ctt.UAK.edu.pl/index/site/5848>.

1.5 Internationalization

The University of Agriculture is an entity with a European reach, constantly improving the implemented processes, predestined to have a special 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 11 cooperation networks, <https://en.UAK.edu.pl/index/site/7900>

- 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).

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

Academic Year 2017/2018	
	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	
	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	
	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	
	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 (as of May 18, 2022)	
	Number of Participants
Students leaving for studies	27
Students leaving for internships	25
Outgoing staff	23

Incoming staff	16
Students coming for studies	82
Students coming for internships	17

Activity under Erasmus Mundus in Soil Science (emiSS)

Academic Year 2021/2022	
	Number of Participants
Students coming for studies	15
Academic Year 2020/2021	
	Number of Participants
Students coming for studies	8

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 Award

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

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 (as of 18.05.2022 r.)	17

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, and these are:

1. Faculty of Agriculture and Economics, (WR-E), <https://en.UAK.edu.pl/index/site/4175>,
2. Faculty of Forestry, (WL), <https://en.UAK.edu.pl/index/site/4176>,
3. Faculty of Animal Science, (WHiBZ), <https://en.UAK.edu.pl/index/site/4177>,
4. Faculty of Environmental Engineering and Land Surveying, (WIŚiG), <https://en.UAK.edu.pl/index/site/4178>,

5. Faculty of Biotechnology and Horticulture, (WBiO),
<https://en.UAK.edu.pl/index/site/4179>,
6. Faculty of Production and Power Engineering, (WIPiE),
<https://en.UAK.edu.pl/index/site/4180>,
7. Faculty of Food Technology, (WTŻ), <https://en.UAK.edu.pl/index/site/4181>,
8. University Center of Veterinary Medicine UJ-UR, (a unit run jointly with the Jagiellonian University), (UCMW),
<https://en.UAK.edu.pl/index/site/4182>

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**

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

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., UHR's professor, on November 8, 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. By regulation of the Rector No. 172/2021 of November 10, 2021. ([Regulation no. 172/2021 of the Rector - November 10, 2021](https://en.UAK.edu.pl/index/site/8038)) a team monitoring the implementation of this strategy was established, divided into 4 subgroups (working groups), consisting of representatives of academic teachers, administration at all levels, HR department and doctoral students, <https://en.UAK.edu.pl/index/site/8038>

These are:

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

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 Weysenhoff 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 Programmme 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.

For epidemic reasons, the work of the Commission and individual sub-commissions took place on-line in the MS Teams application. Minutes were also taken at each meeting.

The Commission developed a survey consisting of 65 questions based on the analysis of which measures will be introduced to ensure full transparency of the recruitment process and obtain the HR Excellence in Research Logotype. This analysis will allow to assess to what extent the legal acts concerning HR issues in force at the University are consistent with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

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 March 1st and 5th 2022 and March 23rd and 26th 2022. The analysis and evaluation of the survey results is one of the key elements of the process seeking to implement the European Charter for Researchers (the Charter) and the Code of Conduct for Recruitment of Researchers (the Code) that has just been initiated at the UAK with a view to receiving the HR Excellence in Research award.

The survey questionnaire has been developed by a special sub-committee tasked with conducting the survey and analysing the survey results and subsequently approved by the Rector’s Committee for the Implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers at the University of Agriculture in Kraków. The questionnaire has been also approved by the Rector’s Ethics Committee for Research Involving Participation of Humans. In order to achieve high representativeness of the survey sample, the survey was addressed to four different respondent groups within the academic community, namely researchers, teachers, researchers-teachers and doctoral students (Table 1).

Table 1. Groups covered by the survey

Respondent groups	Number of respondents	Number of the UAK’s employees in the group	Percentage share of respondents
I. Researchers	13	28	46.4
II. Teachers	20	86	23.3
III. Researchers-Teachers	303	617	49.1
IV. Doctoral students - no indications			

	31	140	22.1
	17	-	-
Total	384	871	44.1

Source: Own study based on conducted survey

Sample representativeness of the total population was evaluated using the minimum sample formula¹:

$$n = \frac{Z_a^2[p(1-p)]}{e^2} \quad \text{where for the total of } n = \frac{1,96^2[0,5(1-0,5)]}{0,05^2} = 384,16 \approx 384$$

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%).

The total number of survey participants was 384 persons, which equalled the minimum sample. Hence, it can be said that the survey results are representative for the total population of the UAK's researchers and doctoral students. The questionnaire created for the target respondent groups comprised sets of 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) set forth 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 contained one open-ended question intended to give the respondents an opportunity to express their comments as to what other important issues concerning the above thematic areas should be included in the survey.

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.

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.

The survey conducted with the use of an electronic form accessible without logging was fully anonymous and voluntary. No question was obligatory.

The purpose of the survey was to collect empirical data for the assessment of the level of consistency of working conditions and recruitment processes in place at the UAK with the principles set forth in the European Charter for Researchers (the Charter) and the Code for Recruitment of Researchers (the Code). Identification of shortages and shortcomings in this respect served as a basis to develop an action plan aimed at their effective limitation and elimination, as well as the ways for operationalisation.

3.2 Characteristics of the groups covered by the survey

The survey was conducted on 384 respondents, including over 47% of women and nearly 41% of men. Roughly 12% of the respondents did not reveal their gender, and one respondent described their gender as “other”. When answering the question concerning the gender, participants were asked to provide it in the indicated place.

The smallest categories of the respondents were researchers (nearly 3.5%) and teachers (over 5%). Such a small representation of these two groups is a consequence of their overall small share among all the UAK’s employees (731). Another small group of the respondents, despite a broad informational campaign addressed to those members of the academic community, are doctoral students. Their representation in the survey was only 8% (31 persons), of which over a half (51.6%) were women, 42.6% men, and two persons did not provide this information.

The most numerous group of the respondents were researchers-teachers, representing nearly 79% of all persons participating in the survey; this is also the most numerous group of among all the UAK’s employees (731 persons). Women accounted for 48.5% of the group, while men for 42.6%. It should be noted that nearly 4.5% of all survey respondents did not declare affiliation with any group of employees or doctoral students at the UAK (Tab. 2).

Table 2. Respondents by gender and respondent group (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:									
	Number	%	Number	%	Number	%	Number	%	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	

Source: Own study based on conducted survey

The largest age group, representing over 33% of all respondents, were persons aged 45 to 54, with women accounting for nearly 44%, and men for about 46%. Roughly 10% of the respondents did not indicate their gender. The second and third most numerous group of the respondents were people aged below 34 (19.5%) and between 35 and 44 (approx. 25%). Women accounted for nearly 58% and men for 35% in the former group, while the figures for the latter were 63.2% and 31.6%, respectively. In these two age groups of the respondents 8% and 5.3%, respectively, did not answer the question about their gender. The smallest survey group were the respondents aged above 64 (less than 3%), including two women and eight men. Worth noting is that men were strongly outnumbered among the respondents aged 55 to 64 (66.7% versus 31.4% of women), and the share of this age group in the total number of the respondents was 13%. The number of the respondents who did not provide the information on their age accounted for 6.5% of all survey participants.

The most numerous group among the respondents in terms of position held were associate professors (36.4%) and assistant professors engaged both in research and teaching activities (28.3%). In the former group women slightly outnumbered men (48.6% vs. 47.1%), with 4.3% of the respondents failing to provide this information. Breakdown by gender also shows that there are more women among assistant professors (47.7%) than men (40.4%); nearly 12% of the respondents in this group did not specify their position at the UAK. The least numerous groups of survey participants were assistant researchers-teachers (8.8%) and persons employed in positions classified as “other” (7.8%). The survey shows that the persons holding the position of a professor accounted for 11.2% of the respondents, while the figure for survey participants who did not specify their position amounted to about 7.5% of all the respondents (Tab. 3).

Table 3. Respondents by gender and other characteristics (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								
- WR-E*	56	14.5	30	53.6	23	41.1	3	5.4
- WL	29	7.5	6	20.7	21	72.4	2	6.9
- WHiBZ	45	11.7	28	62.2	15	33.3	2	4.4
- WiSiG	35	9.1	20	35.7	33	58.9	3	5.4
- WBiO	56	14.5	25	71.4	7	20.0	3	8.6
- WIPiE	35	9.1	5	14.3	26	74.3	4	11.4
- WTZ	65	16.9	48	73.8	15	23.1	2	3.1
- UCMW	16	4.2	7	43.8	8	50.0	1	6.3
- UCMW	7	1.8	3	42.9	2	28.6	2	28.6
- university-wide unit (OMEiI)								
- no indications	40	10.6	8	19.5	9	22.0	23	58.5
Total	384	100	180	-	159	-	45	-

Source: own study based on conducted survey. 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 Science; WIŚiG – Faculty of Environmental Engineering and Surveying; WBiO – Faculty of Biotechnology and Horticulture; WIPiE – Faculty of Production and Power Engineering; WTZ – Faculty of Food Technology; UCMW – University Centre of Veterinary Medicine; OMEiI – Experimental and Innovative Medicine Centre.

The distribution of the respondents by academic (professional) title (degree) shows that the largest group were the persons holding post-doctoral degree ('higher doctorate', Polish: '*doktor habilitowany*') (R3 - 36.7%), with both men and women each accounting for 47% of all respondents. The second most numerous group are the holders of doctoral degree (R2; 127 persons, i.e. 33% of all respondents). Here, like in the group of employees and doctoral students holding a master degree (R1), accounting for 13.5% of all survey participants, women tend to slightly outnumber men (52% of men vs. 53.8% women, and 39.4% of men vs. 40.4% women, respectively). The only group dominated by men (52.6 % of men vs. 36.8% of women) are professors (R4), accounting for 11.2%. Worth noting is that roughly 7% of the respondents did not specify their academic (professional) title (degree).

The analysis of employee structure by employing entity showed that the largest group represents the Faculty of Food Technology (WTZ) - 16.9%, the Faculty of Biotechnology and Horticulture (WBiO) - 14.5%, and the Faculty of Agriculture and Economics (WR-E) - 14.5%, where women considerably outnumber man: WTZ – 73.8% of women vs 23.1% of men, WBiO – 71.4%, of women vs 20.0% of men, and WR-E – 53.6% of women vs 41.1% of men). This proportion is reversed in the Faculty of Forestry (WL) whose employees account for 7.5% of all respondents and in the Faculty of Production and Power Engineering (WIPiE) with a 9.1% share in the total number of the survey participants. Perhaps one of the reasons for the gender disproportion in these Faculties is the specific nature and features of the disciplines, most commonly preferred by men. Accordingly, the share of women employed in WL taking part in the survey was less than 20.7% and in the case of WIPiE only 14.3%, versus 72.4% and 74.3% of men, respectively. The least represented in the survey was a university-wide unit - Centre for Experimental and Innovative Veterinary Medicine (OMEiI) (7 persons) and University Centre of Veterinary Medicine (UCMW) (16 persons), on an aggregate basis accounting for about 6% of all respondents. The participation figures for other UAK's faculties were as follows: Faculty of Animal Science (WHiBZ) – 11.7%, Faculty of Environmental Engineering and Surveying (WIŚiG) – 9.1%. Worth noting is that over 9% of the respondents did not specify their unit of employment at the UAK.

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

In order 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 for all questions concerning the principle was applied.

The level of implementation of individual principles at the UAK, established on the basis of the survey, is presented in Table 4.

Table 4. 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	Level of implementation at the UAK
Ethical and Professional Issues			
1. Research freedom	1	92.4	+/+
2. Ethical principles	2	72.9	+/-
3. Professional responsibility	3	78.6	+/+
4. Professional attitude	4 5	59.1	+/-
5. Contractual and legal obligations	6	76.0	+/+
6. Accountability	7	84.1	+/+
7. Good practice in research	8 9 10	61.2	+/-
8. Dissemination, exploitation of results	11 12 13 14	57.9	+/-
9. Public engagement	15	68.8	+/-
10. Non-discrimination	16 17 18 19	35.0	-/+
11. Evaluation/appraisal system	20 21	56.8	+/-
Recruitment			
12. Recruitment (Charter)	22	62.2	+/-

13. Recruitment (Code)	23 24	60.2	+/-
14. Selection (Charter)	25 26	57.2	+/-
15. Transparency (Code)	27 28 29	57.3	+/-
16. Judging merit (Code)	30	56.0	+/-
17. Variations in the chronological order of CVs (Code)	31	47.4	-/+
18. Recognition of mobility experience (Code)	32	44.9	-/+
19. Recognition of qualifications (Code)	33	48.7	-/+
20. Seniority (Code)	34	63.3	+/-
21. Postdoctoral appointments (Code)	32b	31.5	-/+
Working conditions and Social Insurance Law			
22. Recognition of the profession	35	55.2	+/-
23. Research environment	36	58.6	+/-
24. Working conditions	37	79.9	+/+
25. Stability and permanence of employment	38	80.7	+/+
26. Funding and salaries	39 40 41 42 43	53.4	+/-
27. Gender balance	44	74.0	+/-
28. Career development	45 46 47 48	40.4	-/+
29. Value of mobility	49	49.7	-/+
30. Access to career advice	50	20.6	-/-
31. Intellectual Property Rights	51 52 53	53.7	+/-
32. Co-authorship	54	73.4	+/-
33. Teaching	55	27.9	-/+
34. Complaints/appeals	56	37.2	-/+
35. Participation in decision-making bodies	57	66.1	+/-

Training and development			
36. Relations with supervisors	58 59	56.4	+/-
37. Supervision and managerial duties	60 61	49.7	-/+
38. Continuing professional development	62 63	48.0	-/+
39. Access to research training and continuous development	64	49.5	-/+
40. Supervision	65	51.0	+/-

*Green colour indicates the principles **only partially implemented**, while yellow indicates the principles **not implemented at all**.

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

- **Ethical and professional issues**
 - Research freedom
 - Professional responsibility
 - Contractual and legal obligations
 - Accountability
- **Employment and social insurance conditions**
 - Working conditions
 - Stability and permanence of employment

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

- **Ethical and professional issues**
 - Ethical principles
 - Professional attitude
 - Good practice in research
 - Dissemination, exploitation of results
 - Public engagement
 - Evaluation/appraisal system
- **Recruitment**
 - Recruitment (Charter principle)
 - Recruitment (Code principles)
 - Selection (Code principles)
 - Transparency (Code principles)
 - Judging merit (Code principles)
 - Seniority (Code principles)
- **Employment and social insurance conditions**
 - Recognition of the profession

- Research environment
- Funding and salaries
- Gender balance
- Intellectual property rights
- Co-authorship
- Participation in decision-making bodies
- **Training and development**
 - Relations with supervisors
 - Supervision

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)
 - Recognition of qualifications (Code principle)
 - Postdoctoral appointments (Code principle)
- **Employment and social insurance conditions**
 - Career development
 - Value of mobility
 - Teaching
 - Complaints/appeals
- **Training and development**
 - Supervision and managerial duties
 - Continuing professional development
 - Access to research training and continuous development

Principle has not been implemented (-/+):

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

Hence, in the respondents' opinion, 28 principles have been implemented fully or to a considerable degree. 11 principles have been partly implemented, and only one principle has been perceived by the respondents as not implemented.

It should be noted that due to the averaging of all positive responses concerning a given principle, some elements of the implementation may not be sufficiently reflected. For instance, 61.2% of positive responses (averaged result for questions 8, 9, and 10) indicates implementation to a considerable degree of the principle concerning **good practice in research**. However, the

responses to question 10 concerning the implementation at the UAK of the data backup strategy in case of data loss due to an IT system failure, point to little efficiency of the implementation (24.0% of positive responses). This means that the respondents are not particularly interested in the strategy or are not aware of its existence (answers *It is hard to say* and *I have no opinion* totalled 59.6%).

It should be also noted that positive responses to the survey question concerning **non-discrimination** principle (Q. 16, 17, and 18) should be interpreted as indicating that the principle has been implemented to a considerable degree. Yet, still 14.6 % of the respondents think that there are discriminatory practices, such as discrimination due to gender, age, sexual orientation, beliefs or political views observable at the UAK (Q. 16). Moreover, 32.8% of the respondents stated that they had been unfairly treated by his or her superiors or colleagues at the UAK (Q. 17), and 48.2% was aware that their colleague had been unfairly treated (Q. 18). Less than a half of the respondents (44.3%) think that the UAK has procedures in place for preventing inequality or discrimination (Q. 19) in place. This may be consequent upon unawareness of the procedures or the fact they have not met in their professional life with a situation requiring the application of such procedure. Appropriate initiatives have been already undertaken with a view to preventing unequal treatment and discrimination. One of them is the Rector's Board for Gender Equality, appointed in Ordinance 44/2021 of the UAK's Rector dated 22nd April 2021. The primary and overriding task of the Board was to develop and implement the Gender Equality Plan with the aim not only to prevent inequality but also to improve the comfort of working and studying at the UAK. Equality initiatives are coordinated at the University by the following rector's delegates: Rector's Delegate for Equality and **Rector's Delegate for the Disabled** (<https://UAK.edu.pl/pelnomocnicy.html>).

Despite satisfactory implementation (56.8% of positive responses) of the principle concerning **employee evaluation/appraisal system** (Q. 20 & 21), the survey showed that the following aspects were not sufficiently accounted for in the employee evaluation/appraisal: teaching and supervision over early-stage researchers (43.2% positive responses), dissemination activities (39.1% of positive answers) as well as mobility and national and international cooperation (48.9% of positive answers). This is also confirmed by the comments provided in the open-ended Question 66.

Similarly, although the principle concerning **dissemination and exploitation of results** (57.9% of positive answers) is perceived as implemented to a considerable degree, the respondents have doubts as to the existence of an effective researcher support system facilitating cooperation with business (Q. 12) and dissemination of research result (Q 14).

Responses on the level of implementation of the principle concerning **variations in the chronological order of CVs (Code)** (Q 31) are indicative of certain shortcomings in the recruitment processes applied at the University of Agriculture in Krakow (47.4% of positive responses). The respondents pointed to the fact that candidates' additional achievements and professional and research skills presented in additional documents appended to their applications were not sufficiently accounted for in the recruitment process.

Additionally, insufficient implementation of the principle concerning **recognition**

of mobility experience (the Code) (Q. 32 - 44.9% positive responses) in the recruitment process is mainly consequent upon insufficient recognition by the recruitment board of placements with business environment institutions (48.2% positive responses) and virtual mobility experience (remote cooperation via means of electronic communication) (28.3% of positive responses) as a valuable contribution to the researchers' professional development, and not accounting for a change of discipline or sector in the course of a professional career (22.1% of positive responses). However, it should be highlighted that a considerable share (over 50%) of responses were “*It is hard to say*” and “*I have no opinion*” responses, which may be indicative of the fact that a large number of the respondents have not participated in any recruitment procedure in the analysed period and, hence, they may have no detailed knowledge on the recruitment process.

According to the respondents, the recruitment board does not give sufficient consideration to teaching activities (27.2% of positive answers) and other outstanding achievements (25.3% of positive answers), particularly as regards supervision over less experienced researchers (23.8% of positive answers). These opinions adversely affected the overall perception of the implementation of the **recognition of qualifications (Code)** principle (Q. 33 – 48.7% of positive answers). The respondents also pointed to insufficient recognition by the recruitment board of candidates' stay in other research settings (e.g. post-doctoral fellowships) as a valuable contribution into their professional development. Consequently, the principle concerning **postdoctoral appointments (Code)** (Q. 32b) (31.5% positive answers) have to be considered as only partly implemented.

Although the principle concerning **funding and salaries** (Q. 39, 40, 41, 42, 43 – 53.4% of positive answers) have been implemented to a considerable degree, only 25% of the respondents think that the UAK provides fair and attractive remuneration conditions at all stages of researchers' career development (Q. 39). According to the respondents, researchers are offered insufficient support in the process of applying for funding for their research projects as insufficient (Q. 42, 41.9% positive answers) and as regards regularity of expenditure and organisation of work in relation to the research projects (Q. 43 – 46.4% of positive answers).

The survey results also point to insufficient implementation of the principle **career development** (Q. 45, 46, 47, 48 – 40.4% of positive answers). The respondents expressed doubts as to the existence of any UAK's professional and career development strategy supporting researchers at different stages of their career (Q. 46 – 34.4% of positive answers), any effective generational replacement system (employment of early-stage researchers) (Q. 47 – 33.6% of positive answers), or effective system to support professional and career development of disabled persons (Q. 48 – 30.7% positive responses). However, a considerable share of responses *It is hard to say* and *I have no opinion* (totalling over 40%) should be highlighted, which may be indicative of lack of interest among the respondents in these issues or their insufficient knowledge on the subject.

The responses concerning the level of implementation of the **value of mobility** principle (Q. 49 – 49.7% of positive responses) suggests that the UAK's employees need more support in this respect.

Only 20.6% of positive responses to the question as to whether researchers at all stages of their career have access to career advice opportunities offered by the UAK (Q. 50) means that the principle concerning **access to career advice** has not been implemented. It should be noted,

though, that the share of “*It is hard to say*” and “*I have no opinion*” responses totalled 57%, which suggests that employees employed under permanent contracts with the UAK do not feel the need to seek career advice and, hence, are not particularly interested in the issue. Or, alternatively, they may have no sufficient knowledge about the UAK’s offer in this respect.

According to the respondents, teaching tasks performed by the UAK’s researchers are not sufficiently recognised (in terms of remuneration and due consideration in periodical evaluations) (Q. 55 – 27.9% positive responses). Hence, the level of implementation of the **teaching** principle must be considered insufficient. This is also confirmed by the comments provided in the open-ended Question 66.

The survey results also reveal unsatisfactory implementation of the **complaints/appeals** principle (Q. 56 – 37.2% positive responses). However, just like in the case of some other questions, there was a considerable share of “*It is hard to say*” and “*I have no opinion*” responses (44.8% in total). This may be consequent upon poor familiarity with the procedures for handling complaints/appeals filed by researchers, including the problem of conflicts between early-stage researchers and their supervisors, or upon not encountering in the respondents’ professional work of any problems requiring application of such procedures.

The survey responses indicate only partial implementation of the principle concerning **supervision and managerial duties** (Q. 60, 61 – on average, 49.7% positive answers) and **continuing professional development** (Q. 62, 63 – on average 48.0% of positive answers). In the respondents’ opinion, professional and career development system addressed to doctoral students and early-stage researchers, providing them with adequate conditions for professional development by persons holding managerial positions at individual UAK’s organisational levels and the UAK’s support for researchers in enhancing their professional skills at every stage of their career, is unsatisfactory. This is also confirmed by the comments provided in the open-ended Question 66.

Fewer than a half of the respondents (Q. 64 – 49.5%) think there are clear criteria for delegating researchers to events (initiatives) aimed at enhancing professional and research skills (formal training, conferences, fellowships, etc.). Hence, the implementation of the principle concerning **access to research training and continuous development** must be seen as unsatisfactory.

Summing up, it should be noted that quite frequently the results indicating lack of implementation or partial implementation of any principle underlying the European Charter for Researchers and the related Code of Conduct for Recruitment of Researchers at the University of Agriculture are consequent upon considerable share of “*It is hard to say*” and “*I have no opinion*” responses. This fact should be accounted for in the final interpretation of the results. Yet, it is also indicative of the need to improve efficiency of the information policy concerning various aspects of the University’s activities relevant for the UAK’s employees.

Table 5. The results of a survey on working conditions and employee recruitment processes at the University of Agriculture of Hugo Kołłątaj in Kraków, carried out in March 2022 in connection with the commencement of the procedure for implementing the principles of the "European Charter for Researchers" (EKN) and the "Code of Conduct for the Recruitment of Researchers" (CCRR) at the UAK.

Underlying principles of the European Charter for Researchers and of the related Code of Conduct for the Recruitment of Researchers	Question No.	Number of responses	% of responses	% of positive responses	Level of implementation at the UAK, as perceived by survey participants
Ethical and Professional Issues					
1. Research freedom	1			92.4	+/+
1. Do you feel you have freedom in selecting your research problems?	1			92.4	+/+
<i>Definitely yes</i>		214	55.7		
<i>Probably yes</i>		141	36.7		
<i>Hard to say</i>		21	5.5		
<i>Not really</i>		5	1.3		
<i>Definitely not</i>		2	0.5		
<i>I have no opinion</i>		1	0.3		
Total		384	100.0		
2. Ethical principles	2			72.9	+/-
2. Do you think that ethical standards are respected in professional and research work at the UAK?				72.9	+/-
<i>Definitely yes</i>		100	26.0		
<i>Probably yes</i>		180	46.9		
<i>Hard to say</i>		72	18.8		
<i>Not really</i>		26	6.8		
<i>Definitely not</i>		3	0.8		
<i>I have no opinion</i>		2	0.5		
Total		384	100.0		
3. Professional responsibility	3			78.6	+/+
3. Do you think that the UAK's researchers comply with the professional responsibility principles, such as avoiding plagiarism or respecting ownership?	3			78.6	+/+
<i>Definitely yes</i>		106	27.6		
<i>Probably yes</i>		196	51.0		
<i>Hard to say</i>		64	16.7		
<i>Not really</i>		7	1.8		
<i>Definitely not</i>		4	1.0		

I have no opinion		7	1.8		
Total		384	100.0		
4. Professional attitude	4				
	5			59.1	+/-
4. Do you think that the UAK's researchers are aware of the UAK's overriding strategic objectives underlying their respective research and the related financing mechanisms?					
	4			53.9	+/-
Definitely yes		36	9.4		
Probably yes		171	44.5		
Hard to say		111	28.9		
Not really		45	11.7		
Definitely not		12	3.1		
I have no opinion		8	2.1		
Total		384	100.0		
5. Do you think that the UAK's researchers inform their superiors (or other persons acting as funders of the research) of any changes in the course of research (such as delays, suspension, expansion or limitation of the scope, etc.)?					
	5			64.3	+/-
Definitely yes		65	16.9		
Probably yes		182	47.4		
Hard to say		75	19.5		
Not really		36	9.4		
Definitely not		7	1.8		
I have no opinion		17	4.4		
Total		384	100.0		
5. Contractual and legal obligations	6			76.0	+/+
6. Do you think that the UAK's researchers know and respect generally binding legal regulations and internal rules on working conditions at the UAK?					
				76.0	+/+
Definitely yes		62	16.1		
Probably yes		230	59.9		
Hard to say		58	15.1		
Not really		21	5.5		
Definitely not		5	1.3		
I have no opinion		7	1.8		
Total		384	100.0		
6. Accountability	7			84.1	+/+

7. Do you think that the UAK's researchers are aware of their accountability towards the employer and other research founders for reliable and transparent management of the research budget?				84.1	+/+
Definitely yes		142	37.0		
Probably yes		181	47.1		
Hard to say		44	11.5		
Not really		9	2.3		
Definitely not		0	0.0		
I have no opinion		7	1.8		
Total		384	100.0		
7. Good practice in research	8				
	9				
	10			61.2	+/-
8. Do you think that the occupational health and safety regulations are respected at the UAK when performing job duties and conducting research?	8			74.0	+/-
Definitely yes		96	25.0		
Probably yes		188	49.0		
Hard to say		72	18.8		
Not really		15	3.9		
Definitely not		6	1.6		
I have no opinion		7	1.8		
Total		384	100.0		
9. Do you think that the requirements set forth in the national legislation on the protection of personal data and of confidential information are satisfied at the UAK?	9			85.7	+/+
Definitely yes		128	33.3		
Probably yes		201	52.3		
Hard to say		34	8.9		
Not really		4	1.0		
Definitely not		5	1.3		
I have no opinion		12	3.1		
Total		384	100.0		
10. Do you think that the UAK has a backup procedure in place preventing loss of data in the case of an IT system failure?	10			24.0	-/-
<i>Definitely yes</i>		27	7.0		
<i>Probably yes</i>		65	16.9		

<i>Hard to say</i>		115	29.9		
<i>Not really</i>		47	12.2		
<i>Definitely not</i>		15	3.9		
<i>I have no opinion</i>		114	29.7		
Total		384	100.0		
8. Dissemination, exploitation of results	11				
	12				
	13				
	14			57.9	+/-
11. Do you think that the UAK facilitates cooperation with business/industry and other third parties?	11			71.1	+/-
<i>Definitely yes</i>		102	26.6		
<i>Probably yes</i>		171	44.5		
<i>Hard to say</i>		59	15.4		
<i>Not really</i>		29	7.6		
<i>Definitely not</i>		11	2.9		
<i>I have no opinion</i>		11	2.9		
Total		384	100.0		
12. Do you think that the UAK has an effective support system in place to facilitate cooperation between researchers and economy (e.g. business or industry entities, etc.)?	12			44.0	-/+
<i>Definitely yes</i>		35	9.1		
<i>Probably yes</i>		134	34.9		
<i>Hard to say</i>		102	26.6		
<i>Not really</i>		69	18.0		
<i>Definitely not</i>		17	4.4		
<i>I have no opinion</i>		25	6.5		
Total		384	100.0		
13. Do you think that the UAK undertakes initiatives aimed at popularisation and promotion of scientific research?	13			68.8	+/-
<i>Definitely yes</i>		98	25.5		
<i>Probably yes</i>		166	43.2		
<i>Hard to say</i>		69	18.0		
<i>Not really</i>		34	8.9		
<i>Definitely not</i>		7	1.8		
<i>I have no opinion</i>		9	2.3		
Total		384	100.0		
14. Do you think that the UAK has an efficient system in place to support researchers in dissemination of their research results?	14			47.7	-/+
<i>Definitely yes</i>		46	12.0		

<i>Probably yes</i>		137	35.7		
<i>Hard to say</i>		103	26.8		
<i>Not really</i>		68	17.7		
<i>Definitely not</i>		14	3.6		
<i>I have no opinion</i>		14	3.6		
Total		384	100.0		
9. Public engagement	15			68.8	+/-
15. Do you think that scientific research conducted at the UAK materially contribute to economic and social development?	15			68.8	+/-
<i>Definitely yes</i>		83	21.6		
<i>Probably yes</i>		181	47.1		
<i>Hard to say</i>		94	24.5		
<i>Not really</i>		17	4.4		
<i>Definitely not</i>		1	0.3		
<i>I have no opinion</i>		7	1.8		
Total		384	100.0		
10. Non-discrimination	16			35.0*	-/+
	17				
	18				
	19				
16. Do you think that there are any discriminatory practices (e.g. discrimination due to gender, age, sexual orientation, beliefs, political views) observable at the UAK?	16			14.6	-/-
<i>Definitely yes</i>		29	7.6		
<i>Probably yes</i>		27	7.0		
<i>Hard to say</i>		54	14.1		
<i>Not really</i>		134	34.9		
<i>Definitely not</i>		119	31.0		
<i>I have no opinion</i>		21	5.5		
Total		384	100.0		
17. Do you feel that you have been treated unfairly by your superiors or colleagues at the UAK?	17			32.8	-/+
<i>Definitely yes</i>		66	17.2		
<i>Probably yes</i>		60	15.6		
<i>Hard to say</i>		40	10.4		
<i>Not really</i>		113	29.4		
<i>Definitely not</i>		90	23.4		
<i>I have no opinion</i>		10	2.6		
Total		384	100.0		

18. Have you heard any of your colleagues at the UAK expressing an opinion that he or she has been treated unfairly by his or her superiors or colleagues at the UAK?	18			48.2	-/+
<i>Definitely yes</i>		92	24.0		
<i>Probably yes</i>		93	24.2		
<i>Hard to say</i>		62	16.1		
<i>Not really</i>		84	21.9		
<i>Definitely not</i>		28	7.3		
<i>I have no opinion</i>		24	6.3		
Total		384	100.0		
19. Do you think there are procedures in place at the UAK preventing unequal treatment or discriminatory practices?	19			44.3	-/+
<i>Definitely yes</i>		52	13.5		
<i>Probably yes</i>		118	30.7		
<i>Hard to say</i>		93	24.2		
<i>Not really</i>		46	12.0		
<i>Definitely not</i>		23	6.0		
<i>I have no opinion</i>		52	13.5		
Total		384	100.0		
11. Evaluation/appraisal system	20			56.8	+/-
	21				
20. Do you think there is a transparent and fair system for appraisal/evaluation of professional and research work of researchers/employees?	20			50.5	+/-
<i>Definitely yes</i>		58	15.1		
<i>Probably yes</i>		136	35.4		
<i>Hard to say</i>		88	22.9		
<i>Not really</i>		55	14.3		
<i>Definitely not</i>		37	9.6		
<i>I have no opinion</i>		10	2.6		
Total		384	100.0		
21. Do you think that the periodical evaluation of researchers sufficiently accounts for the following achievements: ???	21			63.2	+/-
a. number and type of publications				89.8	+/+
<i>Definitely yes</i>		225	58.5		
<i>Probably yes</i>		120	31.3		
<i>Hard to say</i>		10	2.6		
<i>Not really</i>		13	3.4		
<i>Definitely not</i>		3	0.8		
<i>I have no opinion</i>		13	3.4		
Total		384	100		

b. patents, inventions, implementations				81.8	+/+
<i>Definitely yes</i>		189	49.3		
<i>Probably yes</i>		125	32.5		
<i>Hard to say</i>		28	7.4		
<i>Not really</i>		5	1.3		
<i>Definitely not</i>		3	0.8		
<i>I have no opinion</i>		33	8.7		
Total		384	100		
c. acquisition and implementation of research projects				81.3	+/+
<i>Definitely yes</i>		179	46.6		
<i>Probably yes</i>		133	34.7		
<i>Hard to say</i>		33	8.7		
<i>Not really</i>		17	4.5		
<i>Definitely not</i>		5	1.3		
<i>I have no opinion</i>		16	4.2		
Total		384	100		
d. conducting teaching activities and supervising early-stage researchers				43.2	-/+
<i>Definitely yes</i>		72	18.7		
<i>Probably yes</i>		94	24.5		
<i>Hard to say</i>		50	12.9		
<i>Not really</i>		79	20.5		
<i>Definitely not</i>		74	19.2		
<i>I have no opinion</i>		16	4.2		
Total		384	100		
e. organisational work				58.0	+/-
<i>Definitely yes</i>			23.4		
<i>Probably yes</i>			34.6		
<i>Hard to say</i>			10.5		
<i>Not really</i>			13.6		
<i>Definitely not</i>			12.9		
<i>I have no opinion</i>			5		
Total			100		
f. dissemination activities				39.1	-/+
<i>Definitely yes</i>		90	13.2		
<i>Probably yes</i>		133	25.9		
<i>Hard to say</i>		40	20.8		
<i>Not really</i>		52	19		
<i>Definitely not</i>		50	11.3		
<i>I have no opinion</i>		19	9.8		
Total		384	100		

g. mobility, domestic and international cooperation				48.9	-/+
<i>Definitely yes</i>		66	17.1		
<i>Probably yes</i>		122	31.8		
<i>Hard to say</i>		71	18.6		
<i>Not really</i>		58	15.2		
<i>Definitely not</i>		28	7.3		
<i>I have no opinion</i>		38	10		
Total		384	100		
Recruitment					
12. Recruitment (Charter)	22			62.2	+/-
22. Do you think that the UAK applies transparent researcher recruitment procedures (rules), appropriate for the type of position offered?	22			62.2	+/-
<i>Definitely yes</i>		73	19.0		
<i>Probably yes</i>		166	43.2		
<i>Hard to say</i>		68	17.7		
<i>Not really</i>		32	8.3		
<i>Definitely not</i>		19	4.9		
<i>I have no opinion</i>		26	6.8		
Total		384	100.0		
13. Recruitment (Code)	23				
	24			60.2	+/-
23. Do you think that AUK has clear rules in place concerning employment of early-stage researchers (with a doctoral degree)?	23			58.3	+/-
<i>Definitely yes</i>		75	19.5		
<i>Probably yes</i>		149	38.8		
<i>Hard to say</i>		70	18.2		
<i>Not really</i>		32	8.3		
<i>Definitely not</i>		12	3.1		
<i>I have no opinion</i>		46	12.0		
Total		384	100.0		
24. Do you think that the UAK applies clear recruitment and employment criteria for employees with doctoral or post-doctoral degree?	24			62.0	+/-
<i>Definitely yes</i>		77	20.1		
<i>Probably yes</i>		161	41.9		
<i>Hard to say</i>		67	17.4		
<i>Not really</i>		19	4.9		
<i>Definitely not</i>		11	2.9		

<i>I have no opinion</i>		48	12.5		
Total		384	100.0		
14. Selection (Charter)	25			57.2	+/-
	26				
25. Do you think that the employee recruitment procedures (rules) are adhered to at the UAK?	25			58.6	+/-
<i>Definitely yes</i>		73	19.0		
<i>Probably yes</i>		152	39.6		
<i>Hard to say</i>		77	20.1		
<i>Not really</i>		24	6.3		
<i>Definitely not</i>		16	4.2		
<i>I have no opinion</i>		41	10.7		
Total		384	100.0		
26. Do you think that recruitment for vacancies is conducted by a competent recruitment board having adequate experience in candidate evaluation?	26			55.7	+/-
<i>Definitely yes</i>		69	18.0		
<i>Probably yes</i>		145	37.8		
<i>Hard to say</i>		70	18.2		
<i>Not really</i>		26	6.8		
<i>Definitely not</i>		16	4.2		
<i>I have no opinion</i>		58	15.1		
Total		384	100.0		
15. Transparency (Code)	27			57.3	+/-
	28				
	29				
27. Do you think that candidates are informed by the UAK about the selection criteria during recruitment process?	27			67.2	+/-
<i>Definitely yes</i>		114	29.7		
<i>Probably yes</i>		144	37.5		
<i>Hard to say</i>		41	10.7		
<i>Not really</i>		13	3.4		
<i>Definitely not</i>		6	1.6		
<i>I have no opinion</i>		66	17.2		
Total		384	100.0		
28. Do you think that candidates participating in a recruitment process are adequately informed about the possibilities of professional and research career development at the UAK?	28			41.4	-/+
<i>Definitely yes</i>		51	13.3		
<i>Probably yes</i>		108	28.1		

<i>Hard to say</i>		96	25.0		
<i>Not really</i>		46	12.0		
<i>Definitely not</i>		22	5.7		
<i>I have no opinion</i>		61	15.9		
Total		384	100.0		
29. Do you think that the time limit for submitting applications in the recruitment process is sufficient?	29			63.3	+/-
<i>Definitely yes</i>		82	21.4		
<i>Probably yes</i>		161	41.9		
<i>Hard to say</i>		58	15.1		
<i>Not really</i>		4	1.0		
<i>Definitely not</i>		1	0.3		
<i>I have no opinion</i>		78	20.3		
Total		384	100.0		
16. Judging merit (Code)	30			56.0	+/-
30. Do you think that the evaluation of candidates' professional and research competence and skills is performed by the recruitment board impartially and on the basis of announced criteria?	30			56.0	+/-
<i>Definitely yes</i>		80	20.8		
<i>Probably yes</i>		135	35.2		
<i>Hard to say</i>		68	17.7		
<i>Not really</i>		20	5.2		
<i>Definitely not</i>		9	2.3		
<i>I have no opinion</i>		70	18.2		
Total		384	100.0		
17. Variations in the chronological order of CVs (Code)	31			47.4	-/+
31. Do you think that candidates' additional achievements and professional and research skills presented in additional documents appended to the application are duly considered by the recruitment board in the recruitment process?	31			47.4	-/+
<i>Definitely yes</i>		64	16.7		
<i>Probably yes</i>		118	30.7		
<i>Hard to say</i>		101	26.3		
<i>Not really</i>		9	2.3		
<i>Definitely not</i>		1	0.3		
<i>I have no opinion</i>		88	22.9		
Total		384	100.0		
18. Recognition of mobility experience (Code)	32			44.9	-/+

32. Do you think that the recruitment board recognises the following mobility experience as a valuable contribution to a researcher's professional development?	32			44.9	-/+
a. staying in another country/ region				63.1	+/-
<i>Definitely yes</i>		112	29.2		
<i>Probably yes</i>		130	33.9		
<i>Hard to say</i>		39	10.2		
<i>Not really</i>		20	5.2		
<i>Definitely not</i>		4	1.1		
<i>I have no opinion</i>		78	20.4		
Total		384	100		
b. staying in another research setting (e.g.. post-doctoral fellowship)				63.0	+/-
<i>Definitely yes</i>		110	28.6		
<i>Probably yes</i>		132	34.4		
<i>Hard to say</i>		41	10.8		
<i>Not really</i>		20	5.2		
<i>Definitely not</i>		5	1.3		
<i>I have no opinion</i>		76	19.7		
Total		384	100		
c. placement in a business environment institution				48.2	-/+
<i>Definitely yes</i>		68	17.8		
<i>Probably yes</i>		117	30.4		
<i>Hard to say</i>		73	18.9		
<i>Not really</i>		28	7.3		
<i>Definitely not</i>		8	2.2		
<i>I have no opinion</i>		90	23.4		
Total		384	100		
d. a change of discipline or sector during research career				22.1	-/-
<i>Definitely yes</i>		26	6.8		
<i>Probably yes</i>		59	15.3		
<i>Hard to say</i>		126	32.9		
<i>Not really</i>		33	8.7		
<i>Definitely not</i>		10	2.6		
<i>I have no opinion</i>		129	33.7		
Total		384	100		
e. virtual mobility experience (remote cooperation via electronic means of communication)				28.3	-/+
<i>Definitely yes</i>		36	9.4		
<i>Probably yes</i>		73	18.9		
<i>Hard to say</i>		102	26.5		

<i>Not really</i>		38	10		
<i>Definitely not</i>		11	2.9		
<i>I have no opinion</i>		124	32.3		
Total		384	100		
19. Recognition of qualifications (Code)	33			48.7	-/+
33. Do you think that in the recruitment process the recruitment board performs qualitative and quantitative evaluation of the following candidate's achievements:	33			48.7	-/+
a. number and type of publications				75.7	+/+
<i>Definitely yes</i>		169	44		
<i>Probably yes</i>		122	31.7		
<i>Hard to say</i>		21	5.5		
<i>Not really</i>		5	1.3		
<i>Definitely not</i>		0	0		
<i>I have no opinion</i>		67	17.5		
Total		384	100		
b. patents, inventions, implementations				68.7	+/-
<i>Definitely yes</i>		141	36.6		
<i>Probably yes</i>		123	32.1		
<i>Hard to say</i>		30	7.7		
<i>Not really</i>		11	2.9		
<i>Definitely not</i>		1	0.3		
<i>I have no opinion</i>		78	20.4		
Total		384	100		
c. experience in acquisition and implementation of research projects				71.6	+/-
<i>Definitely yes</i>		141	36.6		
<i>Probably yes</i>		134	35		
<i>Hard to say</i>		29	7.6		
<i>Not really</i>		5	1.3		
<i>Definitely not</i>		2	0.6		
<i>I have no opinion</i>		73	18.9		
Total		384	100		
d. teaching experience				27.2	-/+
<i>Definitely yes</i>		83	21.6		
<i>Probably yes</i>		126	32.7		
<i>Hard to say</i>		60	15.6		
<i>Not really</i>		31	8.2		
<i>Definitely not</i>		10	2.6		
<i>I have no opinion</i>		74	19.3		
Total		384	100		

e. experience in supervising early-stage researchers				23.8	-/-
<i>Definitely yes</i>		71	18.5		
<i>Probably yes</i>		111	29		
<i>Hard to say</i>		69	17.9		
<i>Not really</i>		41	10.6		
<i>Definitely not</i>		9	2.4		
<i>I have no opinion</i>		83	21.6		
Total		384	100		
f. other outstanding achievements				25.3	-/+
<i>Definitely yes</i>		70	18.2		
<i>Probably yes</i>		124	32.4		
<i>Hard to say</i>		74	19.2		
<i>Not really</i>		10	2.6		
<i>Definitely not</i>		4	1.1		
<i>I have no opinion</i>		102	26.5		
Total		384	100		
20. Seniority (Code)	34			63.3	+/-
34. Do you think that when evaluating candidate's qualifications, the recruitment board takes into consideration overall professional career and achievements to date?	34			63.3	+/-
<i>Definitely yes</i>		84	21.9		
<i>Probably yes</i>		159	41.4		
<i>Hard to say</i>		65	16.9		
<i>Not really</i>		8	2.1		
<i>Definitely not</i>		0	0.0		
<i>I have no opinion</i>		66	17.2		
Total		384	100.0		
21. Postdoctoral appointments (Code)	32b			31.5	-/+
32b Do you think that the recruitment board recognises as a valuable contribution to professional development researcher's stay in another research setting (e.g. post-doctoral fellowship)?	32b			31.5	-/+
<i>Definitely yes</i>		110	28.6		
<i>Probably yes</i>		132	34.4		
<i>Hard to say</i>		41	10.8		
<i>Not really</i>		20	5.2		
<i>Definitely not</i>		5	1.3		
<i>I have no opinion</i>		76	19.7		
Total		384	100		
Labour Law and Social Insurance Law					

22. Recognition of the profession	35			55.2	+/-
35. Do you think that the UAK's researchers, regardless of the degree held, are treated as professionals in their working environment, i.e. as persons engaged in the conception or creation of new knowledge, products, processes, methods and systems, and in the management of the projects concerned?	35			55.2	+/-
<i>Definitely yes</i>		57	14.8		
<i>Probably yes</i>		155	40.4		
<i>Hard to say</i>		103	26.8		
<i>Not really</i>		39	10.2		
<i>Definitely not</i>		15	3.9		
<i>I have no opinion</i>		13	3.4		
Total		384	100.0		
23. Research environment	36			58.6	+/-
36. Do you think that the UAK's employees have access to necessary infrastructure (e.g.. laboratories, tools, equipments, etc.)?	36			58.6	+/-
<i>Definitely yes</i>		43	11.2		
<i>Probably yes</i>		182	47.4		
<i>Hard to say</i>		80	20.8		
<i>Not really</i>		53	13.8		
<i>Definitely not</i>		16	4.2		
<i>I have no opinion</i>		5	1.3		
Total		384	100.0		
24. Working conditions	37			79.9	+/+
37. Do you think that the UAK provides flexible working conditions (varied working hours, part-time working, tele-working, sabbatical leave)?	37			79.9	+/+
<i>Definitely yes</i>		129	33.6		
<i>Probably yes</i>		178	46.4		
<i>Hard to say</i>		50	13.0		
<i>Not really</i>		14	3.6		
<i>Definitely not</i>		5	1.3		
<i>I have no opinion</i>		5	1.3		
Total		384	100.0		
25. Stability and permanence of employment	38			80.7	+/+
38. Do you think that the UAK offers stable employment conditions?	38			80.7	+/+
<i>Definitely yes</i>		100	26.0		
<i>Probably yes</i>		210	54.7		
<i>Hard to say</i>		38	9.9		

<i>Not really</i>		21	5.5		
<i>Definitely not</i>		7	1.8		
<i>I have no opinion</i>		5	1.3		
Total		384	100.0		
26. Funding and salaries	39				
	40				
	41				
	42				
	43			53.4	+/-
39. Do you think that the UAK offers fair and attractive remuneration conditions at all career stages?	39			25.0	-/-
<i>Definitely yes</i>		14	3.6		
<i>Probably yes</i>		82	21.4		
<i>Hard to say</i>		102	26.6		
<i>Not really</i>		98	25.5		
<i>Definitely not</i>		70	18.2		
<i>I have no opinion</i>		16	4.2		
Total		384	100.0		
40. Do you think that AUK offers adequate and equitable social security provisions (including sickness and parental benefits, pension rights ...) at all career stages, in accordance with existing national legislation and with sectoral collective bargaining agreements?	40			86.7	+/+
<i>Definitely yes</i>		185	48.2		
<i>Probably yes</i>		148	38.5		
<i>Hard to say</i>		23	6.0		
<i>Not really</i>		5	1.3		
<i>Definitely not</i>		2	0.5		
<i>I have no opinion</i>		19	4.9		
Total		384	100.0		
41. Do you think that there are appropriate research financing forms, tools, procedures and organisational arrangements in place at AUK?	41			66.9	+/-
<i>Definitely yes</i>		84	21.9		
<i>Probably yes</i>		173	45.1		
<i>Hard to say</i>		78	20.3		
<i>Not really</i>		27	7.0		
<i>Definitely not</i>		7	1.8		
<i>I have no opinion</i>		12	3.1		
Total		384	100.0		

42. Do you think that persons conducting scientific research at the UAK receive sufficient support in the process of applying for funding to conduct their research?	42			41.9	-/+
<i>Definitely yes</i>		42	10.9		
<i>Probably yes</i>		119	31.0		
<i>Hard to say</i>		100	26.0		
<i>Not really</i>		77	20.1		
<i>Definitely not</i>		28	7.3		
<i>I have no opinion</i>		16	4.2		
Total		384	100.0		
43. Do you think that persons conducting scientific research at the UAK receive sufficient support as regards regularity of expenditure and organisation of work on research projects?	43			46.4	-/+
<i>Definitely yes</i>		52	13.5		
<i>Probably yes</i>		126	32.8		
<i>Hard to say</i>		98	25.5		
<i>Not really</i>		46	12.0		
<i>Definitely not</i>		29	7.6		
<i>I have no opinion</i>		31	8.1		
Total		384	100.0		
27. Gender balance	44			74.0	+/-
44. Do you think that both men and women employed at AUK have equal opportunities for personal, professional and research development?	44			74.0	+/-
<i>Definitely yes</i>		134	34.9		
<i>Probably yes</i>		150	39.1		
<i>Hard to say</i>		44	11.5		
<i>Not really</i>		33	8.6		
<i>Definitely not</i>		12	3.1		
<i>I have no opinion</i>		10	2.6		
Total		384	100.0		
28. Career development	45			40.4	-/+
	46				
	47				
	48				
45. Do you think that AUK supports employees in their professional and research career development?	45			62.8	+/-
<i>Definitely yes</i>		70	18.2		
<i>Probably yes</i>		171	44.5		
<i>Hard to say</i>		86	22.4		

<i>Not really</i>		37	9.6		
<i>Definitely not</i>		11	2.9		
<i>I have no opinion</i>		5	1.3		
Total		384	100.0		
46. Do you think that AUK has a career development strategy for researchers at all stages of their career?	46			34.4	-/+
<i>Definitely yes</i>		34	8.9		
<i>Probably yes</i>		98	25.5		
<i>Hard to say</i>		117	30.5		
<i>Not really</i>		66	17.2		
<i>Definitely not</i>		22	5.7		
<i>I have no opinion</i>		43	11.2		
Total		384	100.0		
47. Do you think that generational replacement system (employment of early-stage researchers) ensures effective development of the UAK?	47			33.6	-/+
<i>Definitely yes</i>		37	9.6		
<i>Probably yes</i>		92	24.0		
<i>Hard to say</i>		131	34.1		
<i>Not really</i>		52	13.5		
<i>Definitely not</i>		35	9.1		
<i>I have no opinion</i>		30	7.8		
Total		384	100.0		
48. Do you think that the UAK offers an effective system of support for disabled persons in developing their professional and research careers?	48			30.7	-/+
<i>Definitely yes</i>		32	8.3		
<i>Probably yes</i>		86	22.4		
<i>Hard to say</i>		90	23.4		
<i>Not really</i>		19	4.9		
<i>Definitely not</i>		8	2.1		
<i>I have no opinion</i>		146	38.0		
Total		384	100.0		
29. Value of mobility	49			49.7	-/+
49. Do you think that the UAK supports mobility of its employees?	49			49.7	-/+
<i>Definitely yes</i>		45	11.7		
<i>Probably yes</i>		146	38.0		
<i>Hard to say</i>		89	23.2		
<i>Not really</i>		49	12.8		
<i>Definitely not</i>		11	2.9		
<i>I have no opinion</i>		38	9.9		

Total		384	100.0		
30. Access to career advice	50			20.6	-/-
50. Do you think that researchers at all stages of their career have access to career advice opportunities offered by the UAK?	50			20.6	-/-
<i>Definitely yes</i>		17	4.4		
<i>Probably yes</i>		62	16.1		
<i>Hard to say</i>		100	26.0		
<i>Not really</i>		57	14.8		
<i>Definitely not</i>		23	6.0		
<i>I have no opinion</i>		119	31.0		
Total		384	100.0		
31. Intellectual Property Rights	51			53.7	+/-
	52				
	53				
51. Do you think that intellectual property rights are adequately respected in their professional and research work at the UAK?	51			72.7	+/-
<i>Definitely yes</i>		81	21.1		
<i>Probably yes</i>		198	51.6		
<i>Hard to say</i>		67	17.4		
<i>Not really</i>		16	4.2		
<i>Definitely not</i>		4	1.0		
<i>I have no opinion</i>		13	3.4		
Total		384	100.0		
52. Do you think that persons conducting research at the UAK receive sufficient support as regards familiarity with international, national, sectoral and institutional regulations and legal provisions concerning intellectual property rights?	52			37.8	-/+
<i>Definitely yes</i>		39	10.2		
<i>Probably yes</i>		106	27.6		
<i>Hard to say</i>		104	27.1		
<i>Not really</i>		50	13.0		
<i>Definitely not</i>		26	6.8		
<i>I have no opinion</i>		54	14.1		
Total		384	100.0		
53. Do you think that there is a procedure in place at the UAK ensuring protection of intellectual property rights and participation in intellectual property commercialisation?	53			50.8	+/-

<i>Definitely yes</i>		55	14.3		
<i>Probably yes</i>		140	36.5		
<i>Hard to say</i>		82	21.4		
<i>Not really</i>		9	2.3		
<i>Definitely not</i>		6	1.6		
<i>I have no opinion</i>		88	22.9		
Total		384	100.0		
32. Co-authorship	54			73.4	+/-
54. Do you think that creative contribution of researchers, particularly doctoral students and early-stage researchers is acknowledged by recognising them as co-authors publications?	54			73.4	+/-
<i>Definitely yes</i>		98	25.5		
<i>Probably yes</i>		184	47.9		
<i>Hard to say</i>		63	16.4		
<i>Not really</i>		10	2.6		
<i>Definitely not</i>		12	3.1		
<i>I have no opinion</i>		14	3.6		
Total		384	100.0		
33. Teaching	55			27.9	-/+
55. Do you think that teaching duties of researchers are adequately remunerated and taken into account in periodical evaluations?	55			27.9	-/+
<i>Definitely yes</i>		27	7.0		
<i>Probably yes</i>		80	20.8		
<i>Hard to say</i>		51	13.3		
<i>Not really</i>		105	27.3		
<i>Definitely not</i>		97	25.3		
<i>I have no opinion</i>		19	4.9		
Total		384	100.0		
34. Complaints/appeals	56			37.2	-/+
56. Do you think that AUK has appropriate procedures in place to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers?	56			37.2	-/+
<i>Definitely yes</i>		38	9.9		
<i>Probably yes</i>		105	27.3		
<i>Hard to say</i>		70	18.2		
<i>Not really</i>		36	9.4		
<i>Definitely not</i>		28	7.3		
<i>I have no opinion</i>		102	26.6		
Total		384	100.0		

35. Participation in decision-making bodies	57			66.1	+/-
57. Do you think that respective interests of individual researchers, persons employed in similar positions as well as organisational units are adequately represented in the UAK's governing bodies?	57			66.1	+/-
<i>Definitely yes</i>		90	23.4		
<i>Probably yes</i>		164	42.7		
<i>Hard to say</i>		57	14.8		
<i>Not really</i>		13	3.4		
<i>Definitely not</i>		9	2.3		
<i>I have no opinion</i>		47	12.2		
Total		384	100.0		
Training and development					
36. Relations with supervisors	58				
	59			56.4	+/-
58. Do you think that supervisors at the UAK offer sufficient support in applying for promotion or higher academic degree?	58			56.3	+/-
<i>Definitely yes</i>		57	14.8		
<i>Probably yes</i>		159	41.4		
<i>Hard to say</i>		89	23.2		
<i>Not really</i>		37	9.6		
<i>Definitely not</i>		20	5.2		
<i>I have no opinion</i>		18	4.7		
Total		384	100.0		
59. Do you think that the superiors are helpful in solving research-related problems?	59			56.5	+/-
<i>Definitely yes</i>		65	16.9		
<i>Probably yes</i>		152	39.6		
<i>Hard to say</i>		80	20.8		
<i>Not really</i>		55	14.3		
<i>Definitely not</i>		21	5.5		
<i>I have no opinion</i>		9	2.3		
Total		384	100.0		
37. Supervision and managerial duties	60				
	61			49.7	-/+
60. Do you think that the UAK offers an effective support system for professional and career development of doctoral students and early-stage researchers?	60			41.9	-/+

<i>Definitely yes</i>		41	10.7		
<i>Probably yes</i>		120	31.3		
<i>Hard to say</i>		91	23.7		
<i>Not really</i>		49	12.8		
<i>Definitely not</i>		22	5.7		
<i>I have no opinion</i>		57	14.8		
Total		384	100.0		
61. Do you think that supervisors sufficiently support early-stage researchers?	61			57.6	+/-
<i>Definitely yes</i>		56	14.6		
<i>Probably yes</i>		165	43.0		
<i>Hard to say</i>		97	25.3		
<i>Not really</i>		24	6.3		
<i>Definitely not</i>		10	2.6		
<i>I have no opinion</i>		29	7.6		
Total		384	100.0		
38. Continuing professional development	62				
	63			48.0	-/+
62. Do you think that managing staff at various organisational levels of the UAK offer adequate conditions for professional development of early-stage researchers?	62			46.9	-/+
<i>Definitely yes</i>		47	12.2		
<i>Probably yes</i>		133	34.6		
<i>Hard to say</i>		114	29.7		
<i>Not really</i>		29	7.6		
<i>Definitely not</i>		16	4.2		
<i>I have no opinion</i>		43	11.2		
Total		384	100.0		
63. Do you think that the UAK supports researchers in enhancing their professional qualifications at all stages of their career?	63			49.2	-/+
<i>Definitely yes</i>		48	12.5		
<i>Probably yes</i>		141	36.7		
<i>Hard to say</i>		99	25.8		
<i>Not really</i>		54	14.1		
<i>Definitely not</i>		20	5.2		
<i>I have no opinion</i>		18	4.7		
Total		384	100.0		
39. Access to research training and continuous development	64			49.5	-/+

64. Do you think that the UAK has in place and respects transparent criteria for delegating employees to various events (initiatives) aimed at enhancing their professional and research skills (formal training, conferences, fellowships, etc.)?	64			49.5	-/+
<i>Definitely yes</i>		50	13.0		
<i>Probably yes</i>		140	36.5		
<i>Hard to say</i>		89	23.2		
<i>Not really</i>		63	16.4		
<i>Definitely not</i>		21	5.5		
<i>I have no opinion</i>		18	4.7		
Total		384	100.0		
40. Supervision	65			51.0	+/-
65. Do you think that persons acting as supervisors at the UAK have the possibility as well as experience and expertise to perform this role?	65			51.0	+/-
<i>Definitely yes</i>		46	12.0		
<i>Probably yes</i>		150	39.1		
<i>Hard to say</i>		107	27.9		
<i>Not really</i>		23	6.0		
<i>Definitely not</i>		17	4.4		
<i>I have no opinion</i>		36	9.4		
Total		384	100.0		

* positive responses to the questions regarding the principle of non-discrimination (rule 10; questions 16, 17, 18) should be interpreted as indicating the implementation of this principle

4. Analysis of legal acts

The working group for the Analysis of Legal Acts (WG1) reviewed legal acts in 40 areas compliant with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Those were:

1. Freedom of scientific research
2. Ethical principles
3. Professional responsibility
4. Professional approach
5. Obligations arising from contract or regulations
6. Responsibility
7. Principles of good practice in scientific research
8. Dissemination, use of results
9. Social involvement
10. Principle of non-discrimination
11. Employee evaluation systems
12. Recruitment (based on the Charter)
13. Recruitment (based on the Code)
14. Selection of staff
15. Transparency
16. Assessment of merit

17. Deviations from the chronological order of CVs
18. Recognition of mobility experience
19. Recognition of qualifications
20. Work experience
21. Positions for employees with a doctoral degree
22. Recognition of the profession
23. Research environment
24. Working conditions
25. Stabilization and permanent employment
26. Financing and remuneration
27. Gender balance
28. Professional career development
29. Value of mobility
30. Access to career counseling
31. Intellectual Property Rights
32. Co-authorship
33. Education
34. Complaints / appeals
35. Influence on decision-making bodies
36. Relations with the research supervisor
37. Supervision and management responsibilities
38. Continuation of professional development
39. Access to scientific training and the possibility of continuous professional development
40. Scientific supervision

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).

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
<p style="text-align: center;">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>		

<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 2022, item 574, as amended); 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1231, as amended); 3. The Act on Accountability for a Breach of Public Finance Discipline of 17th December 2004 (consolidated text Dz.U. [Journal of Laws] of 2021, item 289, as amended); 4. The Act on Combating Unfair Competition of 16th April 1993 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1913, as amended); 5. The Act on the Protection of Data Bases of 27th July 2001 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 386); 6. The Civil Code Act of 23rd April 1964 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1740, as amended); 7. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1320, as amended); 8. The Public Finance Act of 27th August 2009 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 305, as amended); 9. The Public Procurement Act of 11th September 2019 (Dz.U. [Journal of Laws] of 2021, item 1129, as amended); 10. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 324, as amended); 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); 	<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 the Commercialisation of the Results of Scientific Research and Development Work; 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; 4. Resolution 30/2015 of the UAK's Senate on the Rules for the Use of the UAK's Research Infrastructure; 5. Ordinance 11/2015 of the UAK's Rector implementing the Rules for the Use of the UAK's Research Infrastructure; 6. Resolution 186/2019 of the UAK's Senate on adopting the Organisational Rules for the Technology Transfer Centre; 7. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre; 8. Ordinance 234/2020 of the UAK's Rector 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. 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 UAK;
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<p>12. Recommendations for research involving human participation;</p> <p>13. The Code of Ethics for Researchers (Annex to Resolution 2/2020 of the General Assembly of the Polish Academy of Sciences (PAN) of 25th June 2020);</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 26th April 2007 by the plenary assembly of the Conference of Rectors of Academic Schools in Poland (CRASP);</p>	<p>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>2. Ethical principles</p> <p><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 2021, item 478, as amended); 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1231, as amended); 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 	<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 	<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>of Laws] of 2021, item 324, as amended);</p> <p>5. The Act on Protection of Animals Used for Scientific and Teaching Purposes of 15th January 2015 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1392, 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 25th June 2020);</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 Researchers (Annex to Resolution 2/2020 of the General Assembly of the Polish Academy of Sciences (PAN) of 25th June 2020);</p> <p>10. 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>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>Research and Development Work;</p> <p>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> <p>5. Resolution 22/2022 of the UAK's Senate adopting the Doctoral School Regulations;</p> <p>6. Ordinance 39/2022 of the UAK's Rector on the implementation of the Doctoral School Regulations;</p>	
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3. Professional responsibility

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.

<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 2022, item 574, as amended); 2. The Civil Code Act of 23rd April 1964 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1740, as amended); 3. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1320, as amended); 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 2019, item 1231, as amended); 6. The Act on Combating Unfair Competition of 16th April 1993 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1913, as amended); 7. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 324, as amended); 8. The Code of Ethics for Researchers (Annex to Resolution 2/2020 of the General Assembly of the Polish Academy of Sciences (PAN) of 25th June 2020); 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); 10. The Code of Ethics for Researchers (Annex to Resolution 2/2020 of the General Assembly of the Polish Academy of Sciences (PAN) of 25th June 2020); 11. Best Practices for Peer Review 	<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 186/2019 of the UAK's Senate on adopting the Organisational Rules for the Technology Transfer Centre; 5. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre; 6. Ordinance 180/2019 of the UAK's Rector on establishment of the Project Support Administrative Centre; 7. Ordinance 223/2020 of the UAK's Rector on the Rules for the Distribution of Subsidy Funds 	<p>No recommendations.</p>
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<p>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>12. 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>Allocated to the Science Financing at the UAK;</p> <p>8. Ordinance 190/2021 of the UAK's Rector of the Rules on Promoting Engagement in Research Work among UAK's Research and Teaching Staff;</p> <p>9. Resolution 22/2022 of the UAK's Senate adopting the Doctoral School Regulations;</p> <p>10. Ordinance 39/2022 of the UAK's Rector on the implementation of the Doctoral School Regulations.</p>	
<p>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>		
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2022, item 574, as amended);</p> <p>2. The Public Finance Act of 27th August 2009 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 305, 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 2021, item 289, as amended);</p> <p>4. The National Centre of Research and Development Act of 30th April 2010 (consolidated text Dz.U. [Journal of Laws] of 2020, item 1861, as amended);</p> <p>5. The Act of 11th July 2014 laying down the rules on the implementation of cohesion policy programmes financed under 2014-2020 Financial</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. The UAK's Development Strategy;</p> <p>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;</p> <p>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</p>	<p>No recommendations.</p>

<p>Perspective (consolidated text: Dz.U. [Journal of Laws] of 2020, item 818, as amended);</p> <p>6. The Public Procurement Act of 11th September 2019 (Dz.U. [Journal of Laws] of 2019, item 2019, as amended);</p> <p>7. 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>of the Results of Scientific Research and Development Work;</p> <p>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;</p> <p>6. Resolution 30/2015 of the UAK's Senate on the Rules for the Use of the UAK's Research Infrastructure;</p> <p>7. Ordinance 11/2015 of the UAK's Rector implementing the Rules for the Use of the UAK's Research Infrastructure;</p> <p>8. Ordinance 89/2020 of UAK's Rector implementing the Regulations for the Registration of Projects, Ordered Research and Consortium Contracts.</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>		
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz.U. [Journal of Laws] of 2022, item 574, as amended);</p> <p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1320, as amended);</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Resolution 186/2019 of the UAK's Senate adopting the Organisational Rules for the Technology Transfer Centre;</p>	<p>Recommendations:</p> <p>1. delivering a series of trainings on copyrights, related rights and industrial property rights management and on commercialisation principles.</p>

<p>3. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1231, as amended);</p> <p>4. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 324, as amended);</p>	<p>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 on the Commercialisation of the Results of Scientific Research and Development Work;</p> <p>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 Results of Scientific Research and Development Work;</p> <p>5. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre;</p> <p>6. 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>	
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6. Accountability

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.

<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 2022, item 574, as amended); 2. The Public Finance Act of 27th August 2009 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 305, as amended); 3. The Act on Accountability for a Breach of Public Finance Discipline of 17th December 2004 (consolidated text Dz.U. [Journal of Laws] of 2021, item 289, as amended); 4. The National Science Centre Act of 30th April 2010 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1384, as amended); 5. The Act of 11th July 2014 laying down the rules on the implementation of cohesion policy programmes financed under 2014-2020 Financial Perspective (consolidated text: Dz.U. [Journal of Laws] of 2020, item 818, as amended); 6. Cost Eligibility Guidelines under the European Regional Fund, the European Social Fund and the Cohesion Fund for 2014-2020; 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 220/2019 of UAK's Rector on the Principles of Implementation and Administrative Support of Projects and Ordered Research at the UAK. 3. Ordinance 89/2020 4. of UAK's Rector implementing the Regulations for the Registration of Projects, Ordered Research and Consortium Contracts; 5. Ordinance 224/2020 of the UAK's Rector on the implementation of Public Procurement Rules and Rules of Procedure for Tender Committees; 6. Ordinance 229/2020 of UAK's Rector implementing the Workplace Rules; 7. Ordinance 34/2022 of UAK's Rector implementing the Organisational Rules; 8. Ordinance 68/2022 of UAK's Rector on the appointment of the Rector's Committee for Social Responsibility of the UAK. 	<p>No recommendations.</p>
<p>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 2019, 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 2020, item 1320, as amended); 4. The Fire Protection Act of 24th August 1991 (consolidated text Dz.U. [Journal of Laws] of 2020, item 961, as amended); 5. Chemical Substances and Mixtures Act of 25th February 2011 (consolidated text Dz.U. [Journal of Laws] of 2020, item 2289, as amended); 6. The Classified Information Protection Act of 5th August 2010 (consolidated text Dz.U. [Journal of Laws] of 2019, item 742, as amended); 7. The Act on the Protection of Data Bases of 27th July 2001 (consolidated text: Dz.U. [Journal of Laws] of 2021, item 386, as amended); 8. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1231, as amended); 9. The Act on Access to Public Information of 6th September 2001 (consolidated text Dz.U. [Journal of Laws] of 2020, item 2176, as amended); 10. The Regulation of the Council of Ministers of 12th April 2012 on National Interoperability Framework; the minimum requirements for public records and 	<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. Ordinance 229/2020 of UAK's Rector implementing the Workplace Rules; 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>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.
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<p>the exchange of electronic information, and on the minimum requirements for ICT systems (consolidated text Dz.U. [Journal of Laws] of 2017, item 2247, 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 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 2019, item 1175, as amended);</p> <p>14. The Regulation of the Minister of Health of 24th July 2012 concerning chemical substances, mixtures, and carcinogenic or mutational agents or processes at workplace (consolidated text: Dz.U. [Journal of Laws] of 2016, item 1117 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 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</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>	
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<p>18. 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>19. 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>20. 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>21. 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 of their work (Dz. U. [Journal of Laws] No. 191, Item 1596, as amended);</p> <p>22. 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 2016, item 2067, as amended);</p> <p>23. 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 2011, No. 33, item 166, as amended).</p> <p>24. The Regulation of the Minister of Family, Labour and Social Policy</p>		
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<p>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>26. 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. [Journal of Laws] of 2018, item 1139, as amended);</p> <p>27. 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 1998, No. 148, item 973, as amended);</p> <p>28. 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>29. 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, No. 180, Item 1860, as amended);</p> <p>30. The Regulation of the Council of Ministers of 30th June 2009 on occupational diseases (consolidated text: Dz.U. of 2013, item 1367, as amended);</p> <p>31. The Regulation of the Minister of Health of 30th December 2004 on occupational health and safety in works involving exposure to chemical agents (Dz. U. [Journal of Laws] of 2016, No. 11, item 1488, as amended);</p> <p>32. The Regulation of the Council of Ministers of 3rd April 2017 specifying the list of works onerous, dangerous or harmful for pregnant</p>		
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<p>or breastfeeding women (Dz.U. Journal of Laws] of 2017, item 796, as amended);</p> <p>33. 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>34. 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 2019, item 1065, as amended);</p> <p>35. The Act on Micro-Organisms and Genetically Modified Organisms of 22nd June 2001 (Dz.U. [Journal of Laws] of 2021, item 117, as amended);</p> <p>36. The Act of 15th January 2015 amending the Act on Genetically Micro-Organisms and Genetically Modified Organisms and Certain Other Acts (Dz.U. [Journal of Laws] of 2015, item 277);</p> <p>37. 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 2010, No. 109, item 719, as amended);</p> <p>38. 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>		
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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 2022, item 574, as amended); 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz.U. [Journal of Laws] of 2019, item 1231, as amended); 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 2020, item 1861); 5. The Act on Access to Public Information of 6th September 2001 (consolidated text Dz.U. [Journal of Laws] of 2020, item 2176, 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; 	<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;
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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.

<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 2022, item 754, as amended); 2. The Act on Access to Public Information of 6th September 2001 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. The UAK's Development Strategy; 3. Ordinance 34/2022 of UAK's Rector 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. regular updating of information on achievements of researchers, published on the
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<p>(consolidated text Dz.U. [Journal of Laws] of 2020, item 2176, as amended);</p>	<p>implementing the Organisational Rules;</p>	<p>UAK's website and the media;</p> <ol style="list-style-type: none"> 2. increasing the UAK's budget for promotion of science and researchers' achievements; 3. preparation of the English language website of the UAK; 4. intensifying activities related to the promotion of science and scientists' achievements.
<p>10. Non-discrimination</p> <p><i>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.</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 2022, item 547, as amended); 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1320, as amended); 3. Guidelines on the application of the principle of equality of opportunity and non-discrimination, including accessibility for persons with disabilities, and the principle of equality of opportunity between women and men in the years 2014-2020; 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 229/2020 of UAK's Rector implementing the Workplace Rules; 3. Ordinance 9/2022 of the UAK's Rector on the implementation of the Gender Equality Plan; 4. Ordinance 15/2022 of UAK's Rector on the appointment of the Rector's Delegate for Gender Equality; 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. publishing of the information on identification and prevention of bullying, discrimination and corruption and consequences of such behaviours on the UAK's website; 2. introductions of disability awareness trainings; 3. amending the internal policy on prevention of bullying, discrimination and corruption.

11. Evaluation/appraisal systems

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, 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.

<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 2022, item 574, as amended); 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1320, as amended); 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. Ordinance 182/2021 of the UAK's Rector on the evaluation of teaching activities of academic teachers on research disciplines, and organisational units of the UAK in the years 2017 – 2021 4. The analysis of the condition of research activities at the UAK, dated 05.10.2017 – prepared by the Senate Committee for Science and International Cooperation. 	<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
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12. Recruitment (based on the Charter)

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.

<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 2022, item 574, as amended); 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz.U. [Journal of Laws] of 2020, item 1320, as amended); 3. Guidelines of the Minister of Infrastructure and Development of 10th April 2015 on cost eligibility under the European Regional Fund, the European Social Fund and the Cohesion Fund for 2014-2020 (partly suspended); 	<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 of 1st October 2019 on employment of academic teachers; 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. introduction of the OTM-R principles; 2. development of a template of the recruitment advertisement; 3. amending the Rector's ordinances to adapt them to the new UAK's Statute and the Organizational Regulations of the UAK; 4. launching an electronic recruitment system.
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13. Recruitment (based on the Code)

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.

<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, 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; 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including 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
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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.

<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, 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; 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. introduction of OTM-R principles, including 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
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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.

<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended). 	<ol style="list-style-type: none"> 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; 	<p>Recommendation:</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
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16. Judging merit

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.

<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, 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 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; 4. Ordinance 189/2019 of the UAK's Rector laying down the rules on promoting academic teachers; 	<p>Recommendation:</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;
<p>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>		
<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 2022, item 574, 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; 	<p>Recommendation:</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;
<p>18. Recognition of mobility experience</p> <p>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.</p>		

<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2022, item 574, as amended).</p>	<p>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;</p>	<p>Recommendation: 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.</p>
<p>19. Recognition of qualifications</p> <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 2022, item 574, as amended). 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 2021, item 1646);</p>	<p>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 on the implementation of the UAK's Workplace Rules;</p>	<p>Recommendation: 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.</p>
<p>20. Seniority</p> <p><i>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.</i></p>		
<p>1. The Act on Higher Education and Science of 20th July 2018</p>	<p>1. The Statute of the University</p>	<p>Recommendation:</p>

<p>(consolidated text Dz. U. [Journal of Laws] of 2022, item 574, as amended).</p> <p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended);</p>	<p>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 on the implementation of the UAK's Workplace Rules;</p>	<p>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.</p>
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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.

<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2022, item 574, as amended).</p> <p>2. The Regulation of the Minister of Science and Higher Education of 19th January 2018 on detailed procedure and requirements for conducting doctoral and postdoctoral [Polish: "habilitacja"] programmes and the procedure for awarding the title of professor, (Dz.U. [Journal of Laws] of 2018, item 261);</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 189/2019 of the UAK's Rector laying down the rules on promoting academic teachers;</p> <p>4. Ordinance 15/2022 of the UAK's Rector on the appointment of the Rector's Delegate for Gender Equality;</p>	<p>Recommendations:</p> <p>1. introduction of the OTM-R principles;</p> <p>2. information trainings for newly recruited scientists with a doctoral degree, concerning their career development and development requirements</p>
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22. Recognition of the profession

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.

<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 2022, item 574, as amended). 2. The National Science Centre Act of 30th April 2010 (consolidated text Dz. U. [Journal of Laws] of 2019, item 1384, 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 5. (consolidated text: Dz. U. [Journal of Laws] of 2020, item 220, as amended); 6. The Regulation of the Minister of Science and Higher Education of 28th September 2018 on recognition of foreign academic degrees awarded in sciences and arts (Dz. U. [Journal of Laws] of 2018, item 1877). 	<ol style="list-style-type: none"> 1. Ordinance 229/2020 of the UAK’s Rector on the implementation of the Workplace Rules; 2. Ordinance 163/2019 of the UAK’s Rector on the employment of academic teachers; 3. Ordinance 175/2019 of UAK’s Rector on the implementation of the UAK’s Workplace Rules; 4. Regulation 143/2020 of the UAK’s Rector on the appointment of the Academic Ombudsman at the University of Agriculture in Krakow; 	<p>Recommendation:</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;
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23. Research environment

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.

<ol style="list-style-type: none"> 1. The Act on Higher Education and Science of 20th July 2018 	<ol style="list-style-type: none"> 1. Ordinance 11/2015 of the UAK’s Rector on the implementation 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. annual inspections
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<p>(consolidated text: Dz. U. [Journal of Laws] of 2022, item 478, as amended).</p> <ol style="list-style-type: none"> 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended); 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 1998, No. 148, item 973). 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 protection of buildings, other civil structures, and locations (Dz. U. [Journal of Laws] of 2010, No. 109, item 719, 	<p>of the Rules for the Use of the UAK's Research Infrastructure;</p> <ol style="list-style-type: none"> 2. Ordinance 229/2020 of the UAK's Rector on the implementation of the Workplace Rules of the UAK; 3. 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 or Purchase of New Research Equipment under Competition Procedures; 4. Ordinance 190/2021 of the UAK's Rector of the Rules on Promoting Engagement in Research Work among UAK's Research and Teaching Staff; 5. Ordinance 147/2020 of the UAK's Rector concerning adoption of the Rules for Financing Research of the UAK's Doctoral Students; 6. Ordinance 180/2021 of the UAK's Rector concerning distribution of subsidies allocated to financing research at the UAK; 	<p>of research and technical facilities and equipment, preparation of annual reports on the condition thereof;</p> <ol style="list-style-type: none"> 2. verification of the regulations for using the University's research infrastructure;
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<p>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 2013, item 1379 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 2013, No. 1367);</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> <p>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 2004, No. 180, item 1860, as amended);</p>		
<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>		

<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended); 	<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 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 116/2018 of the UAK's Rector amending Ordinance 153/2012 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; 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. review of the documents defining the rules for granting paid holiday and teleworking in the context of planned amendments to the Labour Code;
<p>25. Stability and permanence of employment</p> <p><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></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 2021, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended); 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 2/2015 of UAK's Rector 2/2015 on the rules of employment and promotion of non-academic staff; 1. Ordinance 175/2019 of UAK's Rector on the implementation of the UAK's Workplace Rules; 2. Ordinance 189/2019 of the UAK's Rector laying down the rules on promoting academic teachers; 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. review and update of clear promotion procedures.
<p>26. Funding and salaries</p> <p><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></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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended); 3. The Act on Social Insurance System of 13th October 1998 (consolidated text Dz.U. [Journal of Laws] of 2021, item 619, as amended); 	<ol style="list-style-type: none"> 1. Ordinance 175/2019 of the UAK's Rector 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; 	<p>Recommendation:</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>27. Gender balance</p> <p><i>Ensure a representative gender balance at all levels of staff, regardless of the specificity of job area.</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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended); 	<ol style="list-style-type: none"> 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. Ordinance 229/2020 of the UAK's Rector on the implementation of the Workplace Rules of the UAK - Appendix 2 - Rules of Conduct to Prevent Bullying; 	<p>Recommendation:</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;
<p>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. 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 66/2021 of the UAK's Rector on the implementation 	<p>Recommendation:</p> <ol style="list-style-type: none"> 1. development of guidelines defining and supporting the

<p>[Journal of Laws] of 2022, item 478, as amended).</p> <p>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);</p> <p>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 2020, item 220, as amended);</p> <p>4. The Regulation of the Minister of Science and Higher Education of 28th September 2018 on recognition of foreign academic degrees awarded in sciences and arts (Dz. U. [Journal of Laws] of 2018, item 1877).</p> <p>5. The Act on Promotion</p> <p>6. of Employment and Labour Market Institutions of 20th April 2004 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1409, as amended).</p>	<p>3. of the Rules for Enhancing Professional Skills by the UAK's Employees;</p> <p>4. Ordinance 189/2019 of the UAK's Rector laying down the rules on promoting academic teachers;</p> <p>5. Ordinance 59/2015 of the UAK's Rector concerning the rules for engaging visiting professors at the UAK under a civil law contract;</p> <p>6. 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;</p>	<p>professional development of scientists at the UAK by experienced and outstanding researchers;</p>
<p><i>29. Value of mobility</i></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>		
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2022, item 574, as amended).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinance 229/2020 of the UAK's Rector on the implementation of the Workplace Rules of the UAK;</p>	<p>Recommendation:</p> <p>1. promotion of activities concerning national and international mobility in order to strengthen</p>

<p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended);</p>	<p>3. Ordinance 48/2019 of the UAK's Rector on the implementation of the Rules on Own Grant Fund for the UAK's academic teachers;</p> <p>4. Ordinance 67/2016 of the UAK's Rector concerning business trips, per diems and other related benefits;</p> <p>5. 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".</p>	<p>interdisciplinary and international cooperation in scientific and research projects;</p>
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30. Access to career advice

Ensuring that all researchers at any stage of their career, regardless of their contractual situation, are offered career advice and/or job placement assistance.

<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text: Dz. U. [Journal of Laws] of 2022, item 574, as amended).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinance 66 /2021 of the UAK's Rector on the implementation of the Rules for Enhancing Professional Skills by the UAK's Employees;</p> <p>3. Ordinance 175/2019 of the UAK's Rector on the implementation of the UAK's Workplace Rules</p> <p>4. Ordinance 8/2020 of the UAK's Rector on the implementation of the Pay Regulations applicable to the UAK's Employees;</p>	<p>Recommendations:</p> <p>1. organization of training in the field of career counselling for scientists (career building, promotion and scientific promotion);</p>
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31. Intellectual Property Rights

Establishing clear and fair rules for researchers to reap the benefits of the exploitation of their research results. Ensuring mechanisms for protection of intellectual property rights and copyrights applied internally and in relations (resulting from cooperation agreements) with entities functioning in the social and economic environment

<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 2022, item 574, as amended). 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz. U. [Journal of Laws] of 2021, item 1062, as amended). 3. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz. U. [Journal of Laws] of 2021, item 324, as amended). 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 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; 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 30/2015 of Senate on the Rules for the Use of UAK's Research Infrastructure; 5. Ordinance 11/2015 of the UAK's Rector on the implementation of the Rules for the Use of the UAK's Research Infrastructure; 6. Resolution 186/2019 of the Senate on adopting the Organisational Rules for the Technology Transfer Centre; 7. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre; 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>Recommendations:</p> <ol style="list-style-type: none"> 1. adoption of the internal Code of Ethics of the UAK's and introduction into the Workplace Rules of an obligation to become acquainted with the Code; 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.
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32. Co-authorship

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.

<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 2022, item 574, as amended). 2. The Copyrights and Related Rights Act of 4th February 1994 (consolidated text Dz. U. [Journal of Laws] of 2021, item 1062, as amended). 3. The Industrial Property Law Act of 30th June 2000 (consolidated text: Dz. U. [Journal of Laws] of 2021, item 324, as amended). 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 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; 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>Recommendations:</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;
<p>33. Teaching</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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended). 	<ol style="list-style-type: none"> 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 5/2020 of the AUK'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; 4. Ordinance 116/2018 of the UAK's Rector laying down the rules for reducing the required teaching hours; 5. Ordinance 159/2020 of the UAK's Rector on the rules for preparing and settling teaching 	<p>Recommendations:</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;

	<p>plans and fees payable for extra hours taught, applicable from the academic year 2020/2021 onwards;</p> <p>6. Ordinance 182/2021 of the UAK's Rector on the evaluation of teaching activities of academic teachers, on research disciplines, and organisational units of the UAK in the years 2017 – 2021;</p> <p>7. Ordinance 31/2017 of the UAK's Rector laying down the criteria for obtaining Rector's consent for additional employment of academic teachers;</p>	
<p>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>		
<p>1. The Act on Higher Education and Science of 20th July 2018 (consolidated text Dz. U. [Journal of Laws] of 2022, item 574, as amended).</p> <p>2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended).</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinance 229/2020 of the UAK's Rector on the implementation of the Workplace Rules - Appendix 2 - Rules of Conduct to Prevent Bullying;</p> <p>3. Ordinance 26/2002 of the UAK's Rector on the implementation of uniform procedures for recording and dealing with complaints and appeals;</p> <p>4. Ordinance 185/2021 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;</p> <p>5. Regulation 143/2020 of the UAK's Rector on the</p>	<p>Recommendations:</p> <p>1. appointing of a Conflict Resolution Board at the UAK;</p>

	appointment of the Academic Ombudsman at the University of Agriculture in Krakow;	
35. Participation in decision-making bodies		
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.		
<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended). 3. The Trade Unions Act of 23rd May 1991 (consolidated text: Dz. U. [Journal of Laws] of 2022, item 854, as amended). 	<ol style="list-style-type: none"> 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; 	<p>Recommendation:</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)
36. Relations with supervisors		
<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>		
<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended); 	<ol style="list-style-type: none"> 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; 3. Resolution 22/2022 of the Senate on adopting the Doctoral School Regulations; 4. Ordinance 39/2022 of the UAK's Rector on the implementation of the Doctoral School Regulations; 	<p>Recommendations:</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; 3. development

		<p>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;</p>
<p style="text-align: center;">39. Supervision and managerial duties</p> <p><i>Senior researchers, particularly 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>		
<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended). 	<ol style="list-style-type: none"> 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; 3. Resolution 22/2022 of the UAK's Senate on adopting the Doctoral School Regulations; 4. Ordinance 39/2022 of the UAK's Rector on the implementation of the Doctoral School Regulations; 5. 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; 6. 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 	<p>Recommendations:</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;

	<p>of the Results of Scientific Research and Development Work;</p> <p>7. Resolution 30/2015 of the Senate on the Rules for the Use of the UAK's Research Infrastructure;</p> <p>8. Ordinance 11/2015 of the UAK's Rector on the implementation of the Rules for the Use of the UAK's Research Infrastructure;</p> <p>9. Resolution 186/2019 of the Senate on adopting the Organisational Rules for the Technology Transfer Centre;</p> <p>10. Ordinance 180/2019 of the UAK's Rector implementing the Organisational Rules for the Technology Transfer Centre;</p> <p>11. 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>12. 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><i>38. Continuing professional development</i></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 2022, item 574, as amended).</p> <p>2. The Labour Code Act of 26th June 1974 (consolidated text:</p>	<p>1. The Statute of the University of Agriculture in Krakow;</p> <p>2. Ordinance 229/2020 of the UAK's Rector on the implementation of the Workplace Rules;</p> <p>3. Ordinance 66/2021 of the UAK's Rector on the</p>	<p>Recommendations:</p> <p>1. intensification of participation in programmes financed from external sources, aimed at enhancing professional skills</p>

<p>Dz. U. [Journal of Laws] of 2020, item 1320, as amended).</p>	<p>implementation of the Rules for Enhancing Professional Skills by the UAK's employees;</p> <ol style="list-style-type: none"> 4. Ordinance 48/2019 of the UAK's Rector on the implementation of Rules on Own Grant Fund for the UAK's Academic Teachers; 5. Ordinance 190/2021 of the UAK's Rector of the Rules on Promoting Engagement in Research Work among UAK's Research and Teaching Staff; 6. 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; 	<p>of university employees, such as: UAK's Innovative Strategic Development Programme;</p> <ol style="list-style-type: none"> 2. intensifying participation 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.
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39. Access to research training and continuous development

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.

<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 2022, item 574, as amended). 2. The Research Institutes Act of 30th April 2010 (consolidated text: Dz. U. [Journal of Laws] of 2022, item 498, 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 	<ol style="list-style-type: none"> 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; 3. Ordinance 66/2021 of the UAK's Rector on the implementation of the Rules for Enhancing Professional Skills by the UAK's employees; 4. Ordinance 37/2021 of the UAK's Rector on the implementation of the Rules for Granting Funds to the UAK's Organisational Units in Order to Support Scientific Research Initiatives Important for Enhancing the Level of Scientific 	<p>Recommendations:</p> <ol style="list-style-type: none"> 1. Intensification of participation in programmes financed from external sources, aimed at enhancing professional skills of university employees, such as: The UAK's Innovative Strategic Development Programme; 2. intensification of participation
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<p>(consolidated text Dz. U. [Journal of Laws] of 2019, item 1384).</p> <p>5. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended);</p>	<p>Research Conducted at the UAK in the Field of Economics and Finance, Mathematics, Quality and Management Sciences;</p> <p>5. Ordinance 186/2020 of the UAK's Rector on the appointment of the Rector's Committee 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 190/2021 of the UAK's Rector of the Rules on Promoting Engagement in Research Work among UAK's Research and Teaching Staff;</p> <p>8. 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>9. 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>10. Ordinance 58/2019 of the UAK's Rector implementing the Rules for Enrolment and Participation in the "UAK's Innovative Strategic Development Programme".</p>	<p>in programmes financed from external resources, such as co-financing of foreign and domestic science and research fellowships for academic teachers;</p> <p>3. propagation of information on available programmes, trainings and funding opportunities.</p>
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40. Supervision

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.

<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 2022, item 574, as amended). 2. The Labour Code Act of 26th June 1974 (consolidated text: Dz. U. [Journal of Laws] of 2020, item 1320, as amended). 	<ol style="list-style-type: none"> 1. The Statute of the University of Agriculture in Krakow; 2. Ordinance 229/2020 of the UAK's Rector implementing the Workplace Rules; 3. Resolution 22/2022 of the UAK's Senate on adopting the Doctoral School Regulations; 4. Ordinance 39/2022 of the UAK's Rector on the implementation of the Doctoral School Regulations; 5. 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>Recommendations:</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.
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5. GAP analysis

Members of the Rector's Commission took steps so as to develop a GAP list in order to assign units and persons responsible for the implementation of the indicated areas requiring improvement in the functioning of the University.

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"> 1. 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</p>	<p>Initiative already undertaken:</p> <ol style="list-style-type: none"> 1. work has been

			<p>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>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.</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' answers and legal acts shows that this principle has been fully implemented.</p>	No initiatives necessary.
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"> 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>	<p>No initiatives necessary.</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>	<p>New proposals:</p> <ol style="list-style-type: none"> 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; introducing the principles of performing occupational risk assessment at workplaces and signing by all employees information on getting acquainted with occupational risk; amendment to the ordinance on personal

				<p>protective equipment, clothing, footwear for work and study stations, as well as the expected periods of their use;</p> <p>4. introducing the rules for conducting periodic inspections and tests of installations, utility and safety devices that are part of building facilities.</p>
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</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

			introduced.	websites has begun. New proposal: 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	+/-	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	New proposal: 1. inclusion in the evaluation criteria for academic staff: teaching activities and scientific care for students and doctoral

			<p>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>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 UAK and the Organizational Regulations of the UAK; 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 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"> 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

			implemented.	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"> 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.
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"> 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.
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</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

			specified in the Code have been 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.	for Recruitment of Researchers.
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</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

			<p>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>	<p>of Researchers.</p>
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</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

			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 implement this principle in the recruitment procedure.	the Code of Conduct for Recruitment of Researchers.
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	+/-	The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede	<p>New proposals:</p> <ol style="list-style-type: none"> 1. annual inspections of research and technical facilities and

			<p>implementation of the principles of the European Charter for Researchers 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 questionnaire responses indicated that the principle has not been fully implemented.</p>	<p>equipment, preparation of annual reports on the condition thereof;</p> <p>2. verification of the regulations for using the University's research infrastructure.</p>
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> <p>1. review of the documents defining the rules for granting paid holiday and teleworking in the context of planned amendments to the Labour Code.</p>
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> <p>1. review and update of the promotion procedure.</p>
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</p>	<p>New proposal:</p> <p>1. wider promotion of activities supporting scientists by the administration of the UAK, the Science</p>

			<p>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 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>	<p>Office (SO), the Technology Transfer Center (TTC) and the Center for Administrative Support for Projects (CASP) - information meetings, newsletters, etc.</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</p>	<p>New proposal:</p> <ol style="list-style-type: none"> 1. development 2. of guidelines defining and supporting the professional development of scientists at the UAK by experienced and outstanding researchers.

			<p>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 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.</p>	
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</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).

			<p>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>	
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 questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. adoption of the internal Code of Ethics of the UAK and introduction into the Workplace Rules of an obligation to become acquainted with the Code; 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</p>	<p>New proposals:</p> <ol style="list-style-type: none"> 1. update of internal regulations enabling the internationalization of the commission

			<p>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>appointed to recruit researchers,</p> <p>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,</p>
34	Complains/ appeals	-/+	<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 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>	<p>New proposal:</p> <p>1. appointing of a Conflict Resolution Board at the UAK.</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</p>	<p>New proposal:</p> <p>1. activation of research workers to act in the decision-making bodies of the University (organization of information</p>

			bodies. Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.	meetings)
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
36	Relation with supervisors	+/-	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. Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.	New proposals: 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; 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	-/+	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. Identified gap: The responses provided indicate that the principle was not fully	New proposal: 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;

			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.	
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 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.</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
39	Access to research training and continuous development	-/+	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	<p>New proposals:</p> <ol style="list-style-type: none"> 1. application in programmes financed from external sources, aimed at enhancing professional skills of

			<p>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>university employees, such as: UAK's Innovative Strategic Development Programme;</p> <ol style="list-style-type: none"> 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.

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). 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

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. For the time being, the UAK does not have an adopted and published OTM-R policy. 1. 2. The OTM-R policy and relevant procedures are being developed and will be published on the University's website in Polish and English.
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. The characteristics of the R1-R4 positions and requirements for scientists are being prepared.

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 the UAK, the recruitment process is carried out by research committees appointed by Deans or Project Managers, proceeding on the basis of ZR 163/2019 and the University's Statute.</p> <p>3.2. After the adoption and publication of the OTM-R policy, training and instruction programs on the OTM-R policy are planned for various target groups (members of the committee on academic staff, selection board, management staff, other staff 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 with the use of IT tools. Job advertisements are posted both on the University's website and on the BIP website (https://bip.malopolska.pl/UAKrakow,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 control system for OTM-R in place?	x	x	x	-/+	<p>5.1. The Vice-Rector for General Affairs supervises the recruitment and employment process.</p> <p>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.</p>
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x	+/-	<p>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).</p>

					6.2. After the UAK adopts the OTM-R policy, information about the policy with a link will be included in each competition announcement.
7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	+/-	7.1. As of 2015, the UAK has in place a procedure for employing foreign scientists - visiting professors. Currently, these issues are regulated by ZR 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). 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://bwm.UAK.edu.pl/index/site/8032)
8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	+/-	8.1. The UAK aims to minimize disproportions in terms of attracting underrepresented groups. 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.UAK.edu.pl/index/site/7999) allowed to identify areas for development in this scope. It was recommended that the recruitment process (ZR No. 9/2022) for positions in the group of academic teachers should be monitored. 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.

9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	+/-	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://UAK.edu.pl/strategia.html). 9.2. Ultimately, all internal legal acts related to the HR policy will be available in Polish and English.
10. Do we have means to monitor whether the most suitable researchers apply?				-/+	10.1. The activities of the UAK in the field of human resources policy are aimed at providing all necessary information for researchers seeking employment: job description, tasks, requirements, required documents, contact details are included in the recruitment announcement in accordance with ZR 163/2019.
Advertising and application phase					
11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		+/-	11.1. In accordance with the Statute of the UAK and ZR 163/2019 - 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

					<p>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.</p> <p>- 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 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 ZR 163/2019.</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 (https://UAK.edu.pl/zasoby/23/zr_9_z1_2022.pdf) provides for action 3.4.2. Development of a template for a recruitment advertisement.</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 (ZR 163/2019), the notice of an open competition includes:</p> <ol style="list-style-type: none"> 1) the name of the University, faculty and organizational unit in which the candidate is to be employed, 2) the position for which the competition was announced, 3) the requirements for candidates, including, if necessary, specific requirements for candidates for research positions,

					<p>4) list of required documents that should be attached to the competition application,</p> <p>5) address at which documents should be submitted,</p> <p>6) deadline for submitting offers,</p> <p>7) the date of the competition settlement.</p> <p>The advertisement includes links to download the required documents, e.g.</p> <p>https://bso.UAK.edu.pl/zasoby/77/Kwestionariusz_osobowy.pdf</p> <p>GDPR statement - Polish version: https://iod.UAK.edu.pl/zasoby/184/klauzula_art13_rekrutacja_pracownikow.pdf</p> <p>GDPR statement - English version: https://iod.UAK.edu.pl/zasoby/184/klauzula_art13_rekrutacja_pracownikow_en_26052022.pdf</p>
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13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		++	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)
14. Do we make use of other job advertising tools?	x	x		++	14.1. Job advertisements, apart from making them available on the University's website - BIP (https://bip.malopolska.pl/UAKrakow,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.
15. Do we keep the administrative burden to a minimum for the candidate?	x			++	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.

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 members of the selection board.</p> <p>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 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 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. The Gender Equality Plan (https://UAK.edu.pl/zasoby/23/zr_9_z1_2022.pdf) provides for the</p>

					action 3.5.2. Development of recommendations on balanced gender representation.
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	--	19.1. The Gender Equality Plan (https://UAK.edu.pl/zasoby/23/zr_9_z1_2022.pdf) provides for the action 3.4.3. Development of recommendations for the assessment of candidates for a job at the UAK.

Appointment phase					
20. Do we inform all applicants at the end of the selection process		x		--	20.1. The internal regulations currently in force do not provide for a procedure for informing all candidates at the end of selection. 20.2. Such a procedure will be foreseen in the targeted OTM-R policy.
21. Do we provide adequate feedback to interviewees?		x		--	21.1. The internal regulations currently in force do not provide for a procedure for informing all candidates at the end of selection. 21.2. Such a procedure will be foreseen in the targeted OTM-R policy.

22. Do we have an appropriate complaints mechanism in place?		x		+/-	<p>22.1. All UAK units, including the Office for University's Development and Scientific Staff, as well as the Personal Affairs Office, keep 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. In the adopted OTM-R policy, the evaluation system will be precisely described.</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

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
A1 – conducting regular training courses for employees on the policy of open access to scientific publications and research data	(++) G.1. Freedom of scientific research	until December 2022 and beyond	Rector’s Plenipotentiary for the Open Access Policy	I.A1. Circulating a newsletter and e-mail to all university employees and doctoral students. T.A1. Researchers and doctoral students know and adhere to recognized ethical practices, enjoy freedom of expression.
A2 – adopting the UAK Code of Ethics and introducing the provision on the obligation to read this Code to the Work Regulations	(+/-) G.2. Ethical principles (+/-) G.31. Intellectual Property Rights (+/-) G.32. Co-authorship (+/-) G.36. Relations with supervisors	until March 2023	Rector / Plenipotentiary for equality in cooperation with the Rector’s Commission for the gender equality plan, Academic Spokesperson, Organizational and Legal Section	I.A2a. Adoption of a resolution by the UAK’s Senate of the and issuance of a regulation by the Rector of the UAK. I.A2b. The UAK Code of Ethics and the updated Work Regulations published on the University's website. T.A2. UAK scientists know and follow recognized ethical practices, enjoy freedom of expression and apply good practices in their professional work and in supervisor-subordinate relations.
A3 – review of existing financing rules and mechanisms of the research at the UAK and conducting training / information campaigns at the UAK	(+/-) G.4. Professional approach	until December 2023	Vice-Rector for Science in cooperation with the Technology	I.A3a. Publication of the Rector's updated regulation containing the principles and mechanisms of research funding on the UAK

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
			Transfer Center, Center of Administrative Support for Projects, Science Office and Bursar's Office	<p>website.</p> <p>I.A3b. Conducting at least 2 training sessions a year for the employees of UAK on the principles and mechanisms of research funding.</p> <p>T.A3a. Improvement of the relevant legal provisions regarding the principles and mechanisms of research funding at the UAK.</p> <p>T.A3b. Scientists and doctoral students have full knowledge of the principles and mechanisms of research funding at the UAK.</p>
A4 - conducting a series of training courses in the field of copyright, related rights and industrial property rights management as well as the principles of research commercialization	(++) G.5. Contractual and legal obligations	until December 2023	Rector's Intellectual Property Commission in cooperation with the Technology Transfer Center	<p>I.A4. Training at least once a year, compulsory for all new employees and doctoral students.</p> <p>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.</p>
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 research	until December 2023 and beyond	UAK's IT Center	<p>I.A5. Sending an e-mail about updating procedures related to data protection and recovery.</p> <p>T.A5. Increased awareness of the academic community in the field of data security policy.</p>
A6 – introducing the principles of		until June 2023	Rector / Office for	I.A6. Issuance of the regulation of

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
assessing occupational risk at workplaces and signing for getting acquainted with information on occupational risk by all employees			Occupational Health and Safety and Fire Protection	the Rector of the UAK. T.A6. Scientists and doctoral students have knowledge of the principles of conducting occupational risk assessment at workplaces
A7 – amendment to the regulation on personal protective equipment, clothing, footwear for the study and work place, and the expected periods of their use		until June 2023	Rector / Office for Occupational Health and Safety and Fire Protection	I.A7. Issuance of an appropriate regulation of the Rector of the UAK. 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 2023	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.
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 2022 and beyond	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
A10 – modernization and updating of information on English-language websites	(+/-) G.8. Dissemination, exploration of results (+/-) G.9. Public engagement	until December 2022 and beyond	UAK’s IT Center	I.A10. Full and easy access to up-to-date information on the UAK’s English-language websites.

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
				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
A11 – appointment of the team for rankings and academic image building	(+/-) G.8. Dissemination, exploration of results	until December 2022	Rector	I.A11. Issuance of an appropriate regulation of the Rector of the UAK. T.A11. A clear advance of UAK in international university rankings.
A12 – intensification of activities related to the dissemination and promotion of the achievements of science and scientists	(+/-) G.9. Public engagement	until December 2022. and beyond	Promotion and Recruitment Office / UAK's Main Library	I.A12. Annual schedule of events popularizing science (Science Festivals, Science Night, etc.). T.A12. At least 2 events per year that allow increasing the visibility of research conducted at the UAK in the local and regional community.
A13 - providing 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 March 2023 and beyond	Plenipotentiary for equality/ Promotion and Recruitment Office	I.A13. Circulating a newsletter and e-mails among all employees and doctoral students of the UAK. T.A13. Researchers and doctoral students are able to identify and prevent incidents (situations) related to mobbing and discrimination.
A14 – introducing awareness training about the special needs of employees, students and doctoral students, including disabilities		until January 2023 and beyond	Plenipotentiary for equality/ Plenipotentiary for people with	I.A14. Circulating a newsletter and e-mails among all employees and doctoral students of the University.

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
<p>A15 – amendment of the internal policy on counteracting mobbing, discrimination and corruption</p>			disabilities	<p>T.A14. Researchers and doctoral students are knowledgeable about the special needs of workers with disabilities.</p>
		until June 2023	Rector / Vice-Rector for General Affairs	<p>I.A15. Issuance of an appropriate regulation of the Rector of the UAK.</p> <p>T.A15. Researchers and doctoral students have knowledge of the internal policy of counteracting mobbing, discrimination and corruption.</p>
<p>A16 – in the new periodic assessment of UAK staff, inclusion of the provisions on teaching activities and providing research care, dissemination activities, as well as mobility and national and international cooperation</p>	<p>(+/-) G.11. Evaluation / appraisal systems</p>	until December 2022	Vice-Rector for General Affairs / Senate’s Staff Evaluation Commission	<p>I.A16. Implementation of updated rules for periodic appraisal of the UAK employees.</p> <p>T.A16. Academic teachers are assessed according to transparent rules, they know the rules of periodic appraisal.</p>
<p>A17 – introduction of OTM-R principles</p>	<p>(+/-) G.12. Recruitment</p> <p>(-/+) G21 Postdoctoral appointments (Code provision)</p>	until December 2022	Rector	<p>I.A17a. Issuance of the regulation of the Rector of the UAK on the principles of OTM-R.</p> <p>I.A17b. Online publication of the OTM-R policy in Polish and English.</p> <p>T.A17a. The OTM-R policy is published online - a link to the relevant page is available.</p> <p>T.A17b. The rules of the recruitment process at UAK are in line with the HRS4R Strategy</p>

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
				and the OTM-R policy - at the organizational, process and monitoring level.
A.18. – development of a recruitment advertisement template	(+/-) G.12. Recruitment	until December 2022	Vice-Rector for General Affairs in cooperation with the Vice-Rector for International Cooperation, Vice-Rector for Science, Rector's Commission for the	<p>I.A18. Template of the recruitment advertisement published online.</p> <p>T.A18. The UAK has an appropriate template of a recruitment advertisement.</p>
A19 – amendment of the Rector's regulations in order to adapt them to the new Statute of the UAK and the Organizational Regulations of the UAK			Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers of the UAK, University and Scientific Staff Development Office, Office for Personal Affairs	<p>I.A19. Issuance of amended regulations of the Rector of the UAK.</p> <p>T.A19. Scientists and doctoral students have well-prepared, transparent and updated Rector's regulations</p>
A20. - launching an electronic recruitment system	(+/-) G.12. Recruitment	until December 2023	Vice-Rector for General Affairs / Office for Personal Affairs / UAK's IT Center	<p>I.A20. The recruitment process is carried out using electronic recruitment tools.</p> <p>T.A20. OTM-R is supported by e-recruitment tools.</p>
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	(+/-) G.13. Recruitment (Code provision) (+/-) G.14. Selection (Code provision)	until December 2022	Rector / Vice-Rector for General Affairs in cooperation with the Vice-Rector for International	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

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
in accordance with the Code of Conduct for the recruitment of researchers	<p>(+/-) G.15. Transparency (Code provision)</p> <p>(+/-) G.16. 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>		Relations, 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 at the University of Agriculture in Krakow, University and Scientific Staff Development Office, Personal Affairs Office	<p>positions of academic teachers in accordance with the Code of Conduct for the Recruitment of Researchers.</p> <p>I.A21b. Publication of internal guidelines for the 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, 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 UAK are in line with the HRS4R Strategy and the OTM-R policy - at the organizational, process and</p>

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
				<p>monitoring level.</p> <p>T.A21c. All job advertisements are posted on the EURAXESS portal.</p>
<p>A22 – informational training for newly recruited postdoctoral researchers on their professional development and development requirements.</p>	<p>(-/+) G.21. Postdoctoral appointments (Code provision)</p>	<p>until December 2022 and beyond</p>	<p>University and Scientific Staff Development Office</p>	<p>I.A22. Circulating a newsletter and / or e-mail among employees with a PhD degree and doctoral students.</p> <p>T.A22. 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>A23 – establishment of the Mentors' Council as an advisory board for researchers, composed of the most experienced and distinguished academic teachers of the University</p>	<p>(+/-) G.22, Recognition of the profession (+/-) G.36. Relations with supervisors</p>	<p>until June 2023</p>	<p>Rector</p>	<p>I.A23. Issuance of an appropriate regulation of the Rector of the UAK.</p> <p>T.A23. Young researchers and doctoral students use the advice of the Mentors' Council.</p>
<p>A24 – annual review of technical and scientific facilities and preparation of an annual report on their condition</p>	<p>(+/-) G.23. Research environment</p>	<p>until December 2022 and beyond</p>	<p>Chancellor</p>	<p>I.A24. Annual reports on the condition of technical facilities and devices.</p> <p>T.A24. The UAK's researchers have at their disposal appropriate facilities as well as modern and efficient research equipment.</p>
<p>A25 – verification of the regulations governing the use of UAK's research infrastructure</p>		<p>until December 2022</p>	<p>Vice-Rector for Science in cooperation with</p>	<p>I.A25. Publication of the Rector's updated regulation on the implementation of the Regulations</p>

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
			the Technology Transfer Center and the Equipment Department	for the use of the UAK's Research Infrastructure. T.A25. Researchers employed at the UAK have the opportunity to use the research infrastructure of UAK.
A26 – review of documents specifying the rules for granting leaves and remote work in relation to planned changes to the Labor Code	(++) G.24. Working conditions	until December 2022	Vice-Rector for General Affairs in cooperation with the Personal Affairs Office	I.A26. Issuance of updated Rector's announcements regarding working time, breaks at work and paid holidays. T.A26. All researchers, including those with disabilities, are provided with decent and flexible working conditions.
A27 – review and update of the promotion procedure	(++) G.25. Stability and permanence employment	until December 2022	Vice-Rector for General Affairs / Senate's Staff Evaluation Commission	I.A27. Issuance of an updated Rector's regulation on the rules for the promotion of academic teachers; T.A27. All employees and doctoral students are familiar with the rules of the promotion procedure.
A28 – wider promotion of activities supporting scientists by the administration of UAK, Science Office (SO), Technology Transfer Center (CTT) and Administrative Project Support Center (CAWP) - informational meetings, newsletters, etc.	(+/-) G.26. Financing and salaries	until December 2022 and beyond	Science Office, Technology Transfer Center, Center of Administrative Support for Projects, Promotion and Recruitment Office	I.A28. Relevant regulations, information meetings and newsletters T.A28. All researchers (R1-R4) have access to information on the remuneration policy and the level of remuneration for individual positions.
A29 – implementation of activities	(+/-) G.27. Gender	until December 2022	Plenipotentiary for	I.A29. Circulating a newsletter and

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
specified in the Gender Equality Plan of the UAK in the field of disseminating the principles of equality	balance	and beyond	equality	e-mail among all university employees and doctoral students. T.A29. The UAK's researchers and doctoral students feel protected against discrimination based on sex, age, ethnic, national or social origin, religion or belief, etc.
A30 – development of guidelines defining and supporting the professional development of scientists at the UAK by experienced and outstanding researchers.	(-/+) G.28. Professional career development	until December 2023	Mentors' Council	I.A30. A relevant guide is published on the university's website. T.A30. UAK researchers and doctoral students have easy access to guidelines that define and support their career development.
A31 – promotion of activities related to national and international mobility in order to strengthen interdisciplinary cooperation and the implementation of joint research and application projects	(-/+) G.29. Value of mobility	until January 2023 and beyond	Vice-rector for International Cooperation / International Relations Office	I.A31. Circulating a newsletter and 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.
A32 – organization of training in the field of career counseling for scientists (career building, getting promoted and scientific promotion).	(--) G.30. Access to career advice	until June 2023	University and Scientific Staff Development Office, Center of Administrative Support for Projects	I.A32. Launching training in the field of career counseling for researchers. T.A32. Researchers at every stage of their scientific career have the possibility of professional development.
A33 – update of the guidelines for cooperation agreements / arrangements	(+/-) G.31. Intellectual Property Rights	until June 2023	Technology Transfer Center in cooperation	I.A33. Issuance updated guidelines to agreements / arrangements

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
concluded by UAK in the field of regulations on intellectual property rights	(+/-) G.32. Co-authorship (+/-) G.36. Relations with supervisors		with the Organizational and Legal Department	concluded by the UAK in the field of regulations on intellectual property rights. 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.
A34 – conducting a series of training courses for scientists in the field of intellectual property law		until December 2023	Rector's Intellectual Property Commission in cooperation with the Technology Transfer Center	I.A34. Circulating a newsletter and e-mails among all employees and doctoral students. T.A34. The UAK's researchers and doctoral students know intellectual property rights.
A35 – update of internal regulations enabling the internationalization of the commission appointed to recruit researchers	(-/+) G.33. Teaching	until December 2022	Rector	I.A35. Issuance of an appropriate regulation of the Rector of the UAK. T.A35. At the UAK, recruitment is carried out with the participation of a commission consisting of at least one person from abroad.
A36 – updating the system of periodic appraisal of academic teachers, taking into account the management of scientific research and exercising scientific supervision over young researchers			Vice-Rector for General Affairs / Senate's Staff Evaluation Commission	I.A36. Issuance of an appropriate updated regulation of the Rector of the UAK. T.A36. All researchers (R1-R4) have access to information about the employee appraisal system.
A37 – appointment of a Rector's team	(-/+) G.34. Complaints /	until December 2022	Rector	I.A37. Issuance of a regulation

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
to resolve conflicts at the UAK	appeals			of the Rector of the UAK. T.A37. UAK has appropriate procedures for resolving employee conflicts. The Conflict Resolution Council operates at the UAK.
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 June 2023	Vice-Rector for General Affairs	I.A38a. Circulating a newsletter and e-mails among all employees and doctoral students. I.A38b. Meetings with employees and doctoral students before being elected to the decision-making bodies of the UAK. T.A38. Researchers and doctoral students are more interested in participating in the decision-making bodies of the University
A39 – development of guidelines for the advisory bodies of the UAK (faculty councils, Rector's 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 management duties	until June 2023	Vice-Rector for General Affairs / Senate's Organizational and Statute Commission	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. 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.

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
<p>A40 – applying in programs financed from external funds aimed at improving the professional qualifications of academic staff, such as: innovative program of strategic development of universities</p>	<p>(-/+) G.38. Continuation of professional development (-/+) G.39. Access to scientific training and the possibility of continuous professional development</p>	<p>until January 2023 and beyond</p>	<p>Center of Administrative Support for Projects/ Doctoral school</p>	<p>I.A40a. Circulating a newsletter and e-mails among all employees and doctoral students. I.A40b. Training on improving professional skills in the field of applying in 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. T.A40b. The UAK’s researchers and doctoral students have better application skills in programs financed from external sources.</p>
<p>A41 – applying in programs financed from external funds related to co-financing scientific internships of foreign and domestic academic teachers</p>			<p>Center of Administrative Support for Projects / International Relation Office</p>	<p>I.A41a. Circulating a newsletter and e-mails among all employees and doctoral students. I.A41b. Training on improving professional skills in the field of applying for grants financed from external sources, such as co-financing of foreign and domestic research scholarships.</p> <p>T.A41a. Providing researchers with the necessary professional support in improving professional qualifications at all stages of their careers.</p>

ACTIONS proposed (A)	GAP principle(s)	Completion dates	Responsible unit	Indicators (I) / Targets (T)
				<p>T.A41b. The UAK's researchers and doctoral students have better application skills in external programs financed from international sources.</p>
<p>A42 – dissemination of the information about available programs, training and fundraising opportunities</p>				<p>I. A42. Circulating a newsletter and e-mails among all employees and doctoral students.</p> <p>T.A42. All researchers (R1-R4) are provided with the necessary support in improving professional qualifications at all stages of their careers.</p>
<p>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 to in matters related to the performance of their professional duties.</p>	<p>(+/-) G.40. Supervision</p>	<p>until January 2023</p>	<p>Councils of individual scientific disciplines</p>	<p>I.A43 Appointment of a tutor for each scientific discipline who helps young scientists in the development of their scientific careers.</p> <p>T.A43. Young researchers have the opportunity to ask a tutor to obtain the necessary information on career development and performance of professional duties.</p>

9. Monitoring of the implementation and effectiveness of planned activities

After the acceptance of the HRS4R UAK Strategy by the Senate, 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, called the Monitoring Team, will be appointed by the URK's Rector.

The tasks of the Monitoring Team will be as follows:

1. overseeing the implementation process of the HRS4R URK Strategy,
2. supervising the activities of the Rector's Commission (working group) 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 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 URK,
7. formulating recommendations for further stages of implementation of the provisions of the European Charter for Researchers and the Code of Conduct for Recruitment of Employees at URK.

It will act as the Steering Committee. It will be responsible for overseeing of the proposed actions and solutions and proposing further changes. In addition, a body in the form of a mentor's council, appointed from among the R-4 group of employees (A23 in Action plan), will support the scientific development of employees in the R-1, R-2 group, thus supporting the implementation of HRS4R at the University of Agriculture.

10. Conclusions

On the basis of the analysis of legal acts, the degree of their subsumption into the legal system in force at the University of Agriculture in Krakow and after the survey and its analysis, as well as the GAP analysis, the strengths and weaknesses of the organization and functioning of the University were revealed, with particular emphasis on the process of recruitment and development of the staff.

On the basis of the materials collected, it can be seen that the strength of the University's organization is a coherent and non-exclusive system of legal acts. Lack of contradictions between local acts and generally applicable law significantly facilitate 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://UAK.edu.pl/pelnomocnicy.html>). No barriers related to mobbing were indicated, which should be considered a manifestation of high organizational and personal culture of individual members of the Community.

Actions taken by Regulation No. 40/2022 of the Rector of the University of Agriculture (<https://akty.UAK.edu.pl/index/site/8065>) aimed at appointing a Steering Commission for the implementation of the University management platform and a project team for the implementation of the University management platform at the Hugo Kollataj University of Agriculture in Krakow is in line with the expectations aimed at changing the functioning of the University's website and its content. Similarly, activities related to career counseling should be intensified – understood as promotion and improvement of professional qualifications.

A weakness - and therefore requiring further action - is the level of acquaintance of the academic community with the new legal regulations as well as the assistance for researchers in obtaining external funds for their research. To this end, training and presentation of new legal acts should be intensified.

The lack of involvement of foreign experts in the recruitment of academic teachers should also be indicated as a weakness. Moreover, according to the respondents in the recruitment process, insufficient attention is paid to the teaching experience, tutoring and mobility experience of the candidates. However, these gaps were clarified in the developed OTM-R policy.

It is justified to emphasize that the developed HRS4R Strategy of the Hugo Kollataj University of Agriculture in Krakow is consistent with the statutory acts in force: the mission (<https://en.UAK.edu.pl/mission.html>) and **STRATEGY- of the University of Agriculture in Krakow for the years 2021 – 2025**. The actions indicated for implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UAK will also allow to achieve other goals within the strategic areas of the University's development, defined in the field of: optimization of the use of human and material resources; improvement of the quality of research, implementation and internationalization; adaptation of the didactic offer to the needs of the global labor and service market - in line with strategic activities undertaken by EU bodies, including FF55, state authorities (Ministry of Education and Science as well as Ministry of Agriculture and Rural Development) as well as local government authorities at all levels. They will also make it possible to strengthen 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, as well as good practices contained in the Social Responsibility of Science programme signed on November 16, 2017. 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 will allow for a fuller integration of the University with other research centers in Poland and within the so-called European Research Area. It will also be a milestone in the history of the University, celebrating its 70th anniversary in 2023.

Rector's signature

11. Appendices

Attachment 1. Letter of the Rector, Dr. Sylwester Tabor, Prof. URK, dated October 6, 2021, on the URK'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.

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. Order of the Rector of URK 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

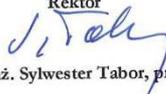
1. W Uczelni powołuje się Rektorską Komisję ds. wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych w Uniwersytecie Rolniczym im. Hugona Kołłątaja w Krakowie.
2. Do zadań Komisji należy:
 - 1) analiza wewnętrznych regulacji prawnych, procedur i praktyk stosowanych 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. Order of the Rector of URK 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.

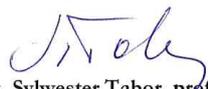
§ 3

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. 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 the 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 the intended implementation of the **ECR** and **CCRR** rules is obtaining the "HR Excellence in research" logo, awarded by the **European Commission** to those institutions and entities which create a friendly working and development environment. Awarding this logo is an action of the European Commission, performed within the **Human Resources Strategy for Researchers**, aimed at increasing the attractiveness of working conditions for researchers in 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 Chart and Code by organizing meetings and discussions with participation of the institutions concerned. In addition, promoted are such institutions among international organizations and researchers as those which can ensure and offer to researchers the best working and development possibilities.

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

The questions given in the questionnaire result from the need of obtaining reliable opinions from the URK (University) workers and doctoral students on the employment and working conditions at the University. Since an analysis of the responses will enable an improvement of the workings standards, we would kindly ask you to dedicate some time to become thoroughly acquainted with the questionnaire and to give responses 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. 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:**

.....

.....

.....

.....

.....

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