

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number:

Name Organisation under review:

Organisation's contact details:

SUBMISSION DATE:

DATE ENDORSEMENT CHARTER AND CODE:

GAP ANALYSIS

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

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview			
Status: to what extent does this organisation meet the following principles?	Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented	In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom	++ fully implemented	Principle is fully implemented. <i>Freedom of thought and expression is positively felt by a total of 89% of survey participants. The highest level of agreement and the lowest level of disagreement can be found under R4 category. The lowest level of agreement and a higher level of disagreement within R3 category..</i> <i>A total of 88% of participants feel free to determine the methods by which research problems are solved. R4 feels the most freedom - 85% agreed.</i>	Initiatives undertaken: Research freedom is sufficient and in accordance with Charter and Code. At the same time, research freedom is guided by Strategic objectives of the University and faculties, which reflect the needs of society and are related to a responsible approach to research.
2. Ethical principles	+/- almost but not fully implemented	Insufficient range of activities to raise awareness of ethical principles in scientific research for young researchers and doctoral students (R1). <i>A total of 93% of survey participants agreed that the ethical principles are respected in the workplace. Compared to the others, most positively (98%) answered professors and senior researchers (R4). Associate professors and independent scientific researchers (R3) were more critical (89% agreed and partially agreed, 6% disagreed and partially disagreed).</i>	Initiatives undertaken: Ethical principles are formalised (Code of Ethics of UPJŠ), University has an established Ethical Committee – special attention is paid to conducting of biomedical research which has to follow regime established by authorities (ethical committees) at local, regional and national level. Agenda of Ethical principles and Intellectual Property Rights is in place as well (Related to principle 31. Intellectual Property Rights). Suggestions for improvement:

			<p>Elaboration of the internal regulation "Principles of good practice in scientific publishing"</p> <p>Implementation of activities aimed at raising awareness in the field of research ethics (implementation of the workshop concentrating on research ethics and publishing results)</p>
3. Professional responsibility	+/- almost but not fully implemented	<p>Lower awareness of employees on intellectual property rights.</p> <p>Need for implementation of a more effective anti-plagiarism system</p> <p><i>According to 86% of participants, socially relevant research is carried out at workplaces. % R4 category assessed research as the most socially relevant.</i></p> <p><i>According to a total of 89% of participants, authentic and original research is carried out at workplaces. Senior researchers (R4) agreed most with the given statement.</i></p>	<p>Activities mentioned in point 31. are focused on elimination of the GAP</p> <p>Suggestions for improvement:</p> <p>Create an effective Anti-plagiarism system</p>
4. Professional attitude	+/+ fully implemented	<p>Principle is fully implemented, rules are in place.</p> <p><i>More than 3 quarters of employees feel sufficiently acquainted with strategic goals.</i></p>	<p>Initiatives undertaken:</p> <p>UPJŠ has established strategic goals of development and research, as well as tools for their achievement, which are listed in the Long-Term Strategy for the years 2020-2025. At the end of this period, they will be revised and improved.</p> <p>All employees have the opportunity to get acquainted with them through the university's website and they are part of the repository (intranet).</p>
5. Contractual and legal obligations	+/- almost but not fully implemented	<p>Lower awareness of employees in the field of copyright and possibilities of support and cooperation in the field of IP protection, as well as possibilities / support of commercialization of a part of academic research,</p> <p>Missing internal regulation for knowledge transfer rules, which will unify the procedure in the area of knowledge transfer.</p>	<p>Initiatives undertaken:</p> <p>A Technology Transfer Center (CTT) was established at UPJŠ within the Technology and Innovation Park</p> <p>Intellectual property protection is governed by Directive no. 3/2019 on the protection of intellectual property at UPJŠ in Košice and its components.</p> <p>Suggestions for improvement:</p>

		<p><i>According to 89% of participants, employees at UPJŠ are aware of their responsibility towards their employer. According to 82% of participants, UPJŠ employees are aware of their responsibility towards funding organizations. According to 72% of participants, UPJŠ employees are aware of their responsibility towards other public or private bodies. According to 77% of participants, UPJŠ employees are aware of their responsibility to society as a whole. A total of 5% disagreed. 8% of participants did not want to / did not know how to express themselves. The least negative were expressed (R4).</i></p>	<p>Necessary formulation of the method and tools for raising the awareness of employees in the field of IP protection (Related to Principle 31. Intellectual Property Rights)</p> <p>Implement intensive education in the field of intellectual property protection in the form of workshops</p> <p>Workshop in the field of intellectual property protection Workshop in the field of technology transfer</p> <p>Creation of an educational module in the field of technology transfer</p> <p>Completing the rules on intellectual property protection and technology transfer (Related to principle 31 . Intellectual Property Rights).</p> <p>Elaboration of standards for the evaluation of creative activity</p>
6. Accountability	+/- almost but not fully implemented	<p>Unsatisfactory accuracy of wording of rights and obligations of employees in the implementation of project activities, resp. tasks in the area of scientific research in connection with the efficient use of funds and fulfillment of project objectives.</p>	<p>Suggestion for improvement: Elaboration of the internal regulation: “Methodology of financial management of projects”</p>
7. Good practice in research	+/- almost but not fully implemented	<p>Missing emergency and recovery plans for events and safety incidents related to research activities (eg. loss of research data).</p> <p>Absence of counselling for doctoral students and researchers in the field of personal data protection in research activities.</p> <p>Insufficient awareness of employees with existing regulations on personal data protection.</p> <p><i>85% of participants feel familiar with current legal requirements regarding data protection and personal data. The lowest level of familiarity was</i></p>	<p>Suggestions for improvement: Extending counselling in the field of IT security</p> <p>Workshops in the field of IT security and personal data protection</p>

		<p><i>expressed between doctoral students and assistants (R1). According to 93% of participants, measures to protect health and safety at work are followed at their workplace. Associate professors and independent scientific researchers were most positive about this statement (R3) and the least positive were doctoral students and assistants (R1).</i></p> <p><i>According to 62% of participants, IT recovery measures in the event of an IT failure are followed at their workplace. Assistants with PhD and researchers (R2), doctoral students and assistants (R1) were the most critical about this statement.</i></p>	
8. Dissemination, exploitation of results	+/- almost but not fully implemented	<p>Intensive education on IP protection - this GAP is covered by the activities mentioned in point 31.</p> <p>Within the framework of internal regulations, the area of publication, access to research data, resp. their sharing with other research organizations is not specified.</p> <p>Missing rules for the application of State aid.</p> <p>Low promotion of research infrastructure</p> <p><i>79% of survey participants agreed with the statement: "I do everything to ensure that the society as a whole can learn about my research activities in a form that is understandable even for non-experts".</i></p>	<p>Initiatives undertaken:</p> <p>1. In the field of dissemination: Employees use the opportunity to disseminate results through the publication of results in foreign and national articles, their presentation at conferences, seminars, through the media and social media.</p> <p>2. In the field of exploitation of results: Established TIP UPJŠ, which includes Technology Transfer Center (TTC) (activities: registration of IP, preparation of applications for industrial property, performs the rights and obligations of the University as an applicant for IP, ensures the licensing policy, maintains protection of industrial property). TIP UPJŠ also has advisory bodies: the Supervisory Board, the Transfer and Innovation Council, the International Advisory Committee</p> <p>SAFTRA, s.r.o. as a tool for commercialization of Intellectual Property UPJŠ</p> <p>Established Start-up companies UPJŠ</p> <p>Suggestions for improvement: In the field of dissemination – ensure the access to research data:</p>

			<p>Elaboration of the strategy in the field of Open Access</p> <p>Presenting information in the field of Open Access to University employees</p> <p>Intensifying the promotion of research results and research infrastructure</p> <p>Foster commercial research at the University in accordance with state support rules - prepare an internal document / material of UPJŠ: „Rules for the application of state support „</p> <p>Intensifying the propagation of research results and research infrastructure</p>
9. Public engagement	+/- almost but not fully implemented	<p>The need to increase promotion of scientific results to the general public.</p> <p><i>84% of survey participants think that their workplace at UPJŠ supports the popularization of research results. (R4) and (R2) agreed most with this statement.</i></p>	<p>Initiatives undertaken: Enhancing and professionalizing promotional activities aimed at the general public is part of Long-Term Strategy of UPJŠ for the years 2020-2025</p> <p>UPJŠ and its individual workplaces organize their own activities and events or participate in various events and activities for the general public such as: Researchers' Night, Open Day, University without Borders (Children's University), University of the Third Age, L'ORÉAL-UNESCO competition for women in science, Data day, Science and Technology Week, Fair Trade presentation.</p> <p>Faculties and workplaces intensively cooperate with primary and secondary schools in group activities, extracurricular activities of students, trainings for primary and secondary school teachers, organization of general competitions .</p> <p>Suggestions for improvement: Intensifying the propagation of research results and research infrastructure</p>

			<p>Intensifying public engagement</p> <p>Elaboration of a scheme of activities involving general public</p>
10. Non discrimination	+/- almost but not fully implemented	<p>Analysis of existing legal documents and directives revealed that most of them are only in Slovak language.</p> <p><i>87% of survey participants responded positively to the statement „Employees are not discriminated in terms of gender, age, ethnicity, religion, sexual orientation, disability, political opinion, social or economic status“.</i></p>	<p>Suggestions for improvement: Improving the bilingual environment at UPJŠ</p> <p>Translation of the relevant internal regulations into English (Related to principle 5. Contractual and legal obligations)</p> <p>Elaborate a Welcome package for the new researchers at UPJŠ in English</p>
11. Evaluation/ appraisal systems	+/- almost but not fully implemented	<p>University does not have unified assessment criteria for performance and remuneration of employees. Absence of an internal regulation in this area.</p> <p><i>A total of 69% of participants consider the assessment of a professional performance to be transparent and objective (43% agree, 26% partially agree). Disagrees and partially disagrees with the statement 12% of participants in the category of professors and senior researchers (R4) (79%) Category of associate professors and independent scientific researchers (R3) (77%) were the most positive. It was not expressed, resp. 19% of participants answered neutrally, mostly in the category of assistant professors with PhD. and scientists (R2) (25%).</i></p>	<p>Suggestions for improvement: Analysis of criteria for performance evaluation and remuneration at the individual workplaces of UPJŠ</p> <p>Elaboration of the criteria for performance evaluation and remuneration at UPJŠ</p>
Recruitment and Selection			
12. Recruitment	-/+ partially implemented	<p>Recruitment standards are not fully implemented.</p> <p><i>More than a half of participants (57%) considered the rules for admission and career advancement clear, 19% partially agreed, 10% considered them completely or partially unclear (5% disagreed, 5%</i></p>	<p>Suggestions for improvement: Preparing a set of recommendations in the field of recruitment and selection of employees in accordance with OTM-R</p>

		<p><i>partially disagreed). The level of agreement increased with qualification.</i></p> <p><i>Only 22% of participants considered the rules for admission and career progression to be completely comparable to abroad, 13% partially agreed, 14% considered them completely or partially inappropriate (8% disagree, 6% partially disagree). As many as 38% did not know or did not want to express their opinion. As in previous aspects, the proportion of positive responses increased with qualification of survey participants.</i></p>	<p>Training for HR (human resources) staff in the field of recruitment and selection of employees in accordance with OTM-R</p> <p>Revision of the criteria and procedure for the recruitment of employees</p> <p>Publication of recruitment in English on the website of UPJŠ and on other platforms, mainly EURAXESS</p>
13. Recruitment (Code)	+/- almost but not fully implemented	GAP is described in detail in OTM-R	<p>Initiatives undertaken: This principle is formalised at UPJŠ</p> <p>Suggestion for improvement: Revision of the criteria and procedure for the recruitment of employees (linked to the fulfillment of criteria 12., 17., 18.)</p>
14. Selection (Code)	+/- almost but not fully implemented	<p>Lack of trainings for committee members</p> <p><i>Selection committees for the selection of candidates at their workplace were considered diverse in their expertise and competencies by 51% of participants, another 16% partially agreed with the statement. The level of agreement increased with the level of qualification of survey participants, when in the R4 group 62% fully and 25% partially agreed.</i></p> <p><i>Selection committees for the selection of candidates are perceived at their workplace by 54 % of participants as having members with experience that allows them to assess candidates. Another 14% partially agreed with the statement. Only 4% of participants disagreed with the statement (2% did not agree, 2% partially disagreed), 21% did not know or did not want to comment. The level of agreement generally increased with the level of qualification of</i></p>	<p>Suggestions for improvement: Implement training for HR (human resources) staff in the field of recruitment and selection of employees in accordance with OTM-R, who will provide trainings to members of selection committees</p> <p>Revision of the criteria for the selection of employees (linked to the fulfillment of criteria 17. and 18.)</p>

		<p>participants, when in the R4 group 65% fully and 19% partially agreed.</p> <p>Selection committees for the selection of candidates are perceived at their workplace as using several methods of assessing the candidate 29% of participants, another 14% partially agreed with the item. The level of agreement generally increased with the level of qualification of survey participants, when in the R4 group 40% fully and 29% partially agreed.</p>	
15. Transparency (Code)	+/- almost but not fully implemented	<p>Published information about the selection procedure contains selection criteria, but does not include career development opportunities for the position.</p> <p>Absence of feedback - information about strengths and weaknesses of the candidate after selection procedure.</p> <p>16% of participants fully agreed with the statement „Candidates for the offered positions at my workplace are informed about their strengths and weaknesses after the conclusion of the selection procedure“, another 11% partially agreed. 22% of participants disagreed with the statement (16% did not agree, 6% partially disagreed), 34% did not know or did not want to comment. The level of agreement generally increased with the level of qualifications of survey participants, when in the R4 group 23% fully and 10% partially agreed.</p>	<p>Suggestions for improvement:</p> <p>Publish career development opportunities for each position for which a selection procedure is announced as part of the Action plan activity : Revision of the criteria and procedure for the selection of employees and counselling in the field of career development</p> <p>Provide feedback to all interviewees after concluding selection procedure as a part of Action Plan activity : Revision of the criteria and procedure for the selection of employees and counselling in the field of career development</p>
16. Judging merit (Code)	+/+ fully implemented	Fully implemented, rules are in place.	<p>Initiatives undertaken:</p> <p>In order to fill the positions of scientific research at UPJŠ, the criteria for filling them are given by internal regulation “Structure of functional positions of UPJŠ scientific research employees in Košice and the criteria for filling them” are observed when deciding on commissions.</p> <p>The course and the assessment of selection procedures is determined by internal regulation : „Principles of the</p>

			selection procedure for filling the positions of university teachers, researchers, professors associate professors and positions of senior staff." Pursuant this regulation, each member of the committee shall assess whether the applicant meets the criteria for filling the position, in particular qualification, resp. special qualification, personal and professional ethical credit and other required criteria.
17. Variations in the chronological order of CVs (Code)	-/+ partially implemented	Principle is not formalised. The assessment is up to specific selection committee.	Suggestions for improvement: Revision of the criteria for recruitment and revision of the criteria and procedure for the selection of employees in the internal regulations of the university (so that the criteria recognize Variations in the chronological order of CVs)
18. Recognition of mobility experience (Code)	+/- almost but not fully implemented	Principle is not formalised. The assessment is up to the specific selection committee. In the Long-Term Strategy of UPJŠ, mobility is one of the objectives within the development of employees international orientation of education, research and University.	Suggestions for improvement: Revision of the criteria for recruitment and revision of the criteria and procedure for the selection of employees in the internal regulations of the university (so that the criteria recognize mobility at a top workplace abroad as a criterion for the selection of employees)
19. Recognition of qualifications (Code)	+/+ fully implemented	Principle is formalised.	Initiatives undertaken: In order to fill the positions of scientific research at UPJŠ, the criteria for filling them are given by internal regulation : "Structure of functional positions of scientific research employees of UPJŠ in Košice and criteria for their filling" – used in decision-making of recruitment committees. The course and assessment of the selection procedure is set out in internal regulation "Principles of the selection procedure for filling the positions of university teachers, researchers, professors and associate professors and the positions of senior staff". Pursuant to this regulation, each member of the committee shall, in particular, assess whether the candidate meets the criteria for filling the position, in particular the qualification or special qualification prerequisites, personal and professional ethical credit prerequisites and other required criteria.

20. Seniority (Code)	+/- fully implemented	Principle is fully implemented and formalised.	<p>Initiatives undertaken:</p> <p>There is no discrimination on grounds of seniority. University has established an institute of emeritus professor for researchers who have achieved top results in science and are currently in retirement age.</p>
21. Postdoctoral appointments (Code)	+/- almost but not fully implemented	<p>University supports the creation of postdoctoral positions and annually fills several positions from its own resources. This support is also part of the strategic objectives and Long-Term Strategy of UPJŠ.</p> <p>Possibilities of systemic financing of postdoctoral students and the criteria for recruitment and selection of postdoctoral positions are currently absent.</p> <p>There is a need to improve the form and intensity of the promotion of postdoctoral positions abroad through websites, social networks, portals for researchers and, in particular, through the EURAXESS platform.</p> <p><i>40% of participants fully agreed with the statement that the rules for postdoctoral positions at the given workplace are clear, another 11% partially agreed. Overall, the level of agreement increased with the qualifications of survey participants, when in the R4 group 67% fully agreed with the statement and 17% partially.</i></p> <p><i>33% of participants fully agreed with the statement that the rules for postdoctoral positions at a given workplace take into account the temporary nature of postdoctoral position in the context of a long career, and another 11% partially agreed with the statement. 5% of participants disagreed with the statement (3% did not agree, 2% partially disagreed).</i></p>	<p>Suggestion for improvement:</p> <p>Elaboration of criteria and system for funding, recruitment, and propagation of postdoctoral positions</p>
Working Conditions and Social Security			

22. Recognition of the profession	+/- fully implemented	<p>Recognition of the profession is fully implemented and formalised.</p> <p><i>82% of participants agreed with the statement that the criteria for qualification at a given workplace are appropriate for the job position. Only 4% of participants disagreed with the statement (1% did not agree, 2% partially disagreed). The statement has not / could not be commented on mainly by a group of R1 researchers who do not yet have experience with selection procedures. Overall, the level of agreement increased with the qualifications of participants.</i></p>	<p>Initiatives undertaken: Recognition of the profession is ensured by national legislation : Act 422/2015 on the Recognition of Evidence of Education and on the Recognition of Professional Qualifications and on Amendments to Certain Acts and internal regulation of the University : Rules of Procedure of Pavol Jozef Šafárik University in Košice, Ref. REK00026 / 2018-UPA / 8873</p>
23. Research environment	+/- almost but not fully implemented	<p>Many workplaces are equipped with an excellent infrastructure, science parks have been built, especially from the EU structural funds. Nevertheless, uneven equipment of workplaces with research infrastructure persists, even depending on the quality of research and financial support for research at individual workplaces of the University. This is also related to the lack of success in obtaining grants and partly to the lack of employee awareness about the equipment of the infrastructure.</p> <p><i>66% of participants responded positively to the statement concerning the provision of a stimulating research environment through the provision of the necessary technical and material equipment. The highest level of agreement (80% answered agree or partially agree) was recorded in the category of professors and senior researchers (R4). Possibilities of a long-distance cooperation were evaluated mostly positively, where 40% of participants agreed and 29% partially agreed. Results within the individual categories were comparable. The provision of adequate resources for the agreed work tasks by the research team was positively assessed by 60% of participants, half of whom chose</i></p>	<p>Suggestion for improvement: Related to principle 6. Accountability : Elaboration of the internal regulation: “Methodology of financial management of projects”</p>

		<i>the option to agree and half to partially agree. Order: R4, R3, R1, R2.</i>	
24. Working conditions	+/- almost but not fully implemented	<p>Discussion with the staff and results of the survey revealed the requirement to establish a kindergarten for children of university staff and students, as well as the requirement for the sabbatical leave.</p> <p><i>67% of participants agreed with the statement concerning the conditions for work flexibility supporting performance in research activities and 19% of participants agreed partially. The highest level of agreement was recorded in the category of professors and senior researchers (R4).</i></p> <p><i>Participants rated the possibilities regarding the combination of family and work life mostly positive, where 85% of them answered positively (64% agree and 21% partially agree). In terms of individual categories, results were comparable.</i></p> <p><i>Possibility of using flexible working hours was positively assessed by 80% of participants (62% agree and 18% partially agree). The highest rate of positive responses was recorded in the category of professors and senior researchers (R4) as well as in associate professors and independent researchers category (R3) (both over 80%).</i></p>	<p>Initiatives undertaken: Working conditions meet the requirements of employees for: flexible working hours, part-time work, parental leave for both women and men, teleworking, home-office and sabbatical leave. They are ensured by national as well as internal regulations.</p> <p>Formalisation of the sabbatical leave is included in the Long-Term Strategy of UPJŠ for the years 2020-2025.</p> <p>Suggestion for improvement: Opening a kindergarten for the children of students and staff</p>
25. Stability and permanence of employment	+/+ fully implemented		In this area, UPJŠ is governed by Labor Code and the Act on Higher Education Institutions, which defines the maximum length of the employment contract between selection procedures. UPJŠ fully complies with the standards in accordance with national legislation and uses the possibilities of stabilizing the job positions of employees.
26. Funding and salaries	+/- almost but not fully implemented	Grants for research and educational institutions are generally low throughout the Slovak Republic, which is also related to undersized salaries.	<p>Initiatives undertaken: Rector of UPJŠ regularly presents the need to accept an increased support for science, research and education in the form of project support and staff remuneration at the</p>

		<p>The amount of salaries is also governed by national legislation :</p> <p>Act no. 553/2003 Coll. Remuneration of certain employees in the performance of work in the public interest and on the Amendment of certain Acts</p> <p>Regulation of the Government of the SR no. 341/2004 Coll., Which establishes catalogs of work activities in the performance of work in the public interest and their amendments</p> <p>Act no. 311/2001 Coll. Labor Code</p> <p>And by internal regulation: Rector's decision no. 24/2018, which issues principles for determining the salary requirements of UPJŠ employees in Košice</p> <p><i>64% of survey participants answered positively to the question on fair and attractive salary conditions, including social security (39% agree and 25% partially agree).</i></p>	<p>level of the Ministry of Education, Science, Research and Sports of the Slovak Republic, Slovak Rectors' Conference and the EUA.</p> <p>Suggestion for improvement:</p> <p>Continue negotiations and appeals to the Ministry of Education, Science, Research and Sports of the Slovak Republic.</p>
27. Gender balance	++ implemented fully	<p>Gender equality principles are formalised and fully respected at UPJŠ.</p> <p><i>63% of survey participants agreed with the statement regarding balanced gender representation in job positions, including the supervisory and management level, and partially 14% agreed. In terms of individual categories, the most numerous positive response was recorded in the category of professors and senior researchers. In terms of gender, the trend of answers was similar, but among respondents who did not wish to state gender, the number of answers I do not know / do not want to express was relatively higher (18%).</i></p> <p><i>83% of participants agreed (72% agreed and 11% partially agreed) with the statement on respect for</i></p>	<p>Initiatives undertaken :</p> <p>UPJŠ cares about gender equality also at the level of management and decision-making bodies. Gender equality is set out in the internal regulation “Strategic Framework for Gender Equality Policy at UPJŠ in Košice, in both Slovak and English. Regulation is published on the website of UPJŠ.</p> <p>Since 2018, the Committee for Gender Equality operates at UPJŠ as an Advisory body to the Rector for the creation and implementation of gender equality policy at the University.</p> <p>A Gender Equality Policy Plan has been developed for the years 2020 - 2022, on the basis of which specific activities supporting gender equality will be implemented at UPJŠ. Gender Equality Policy Plan at UPJŠ for 2020 - 2022 contains educational activities to support gender equality, empowerment and support of women in</p>

		<p><i>the rule of equal opportunities from the point of view of gender balance in recruitment and career development of employees. In terms of individual categories, the highest rate of positive responses was recorded in the category of professors and researchers.</i></p> <p><i>76% of participants agreed with the statement concerning adequate gender representation in the selection and assessment committees (63% agreed with the agreement and 13% partially agreed).</i></p>	<p>science, elimination of sexual harassment and sexism at the university, elaboration of an algorithm for continuous collection of data on the state of gender equality in the field of salaries at UPJŠ, etc.</p> <p>Nevertheless, we record an unbalanced ratio between men and women in some workplaces, which is due to the increased interest of men / women in some scientific disciplines.</p>
28. Career development	-/+ partially implemented	<p>Career development strategy is not adopted at UPJŠ and its workplaces.</p> <p><i>60% of participants agreed with the statement regarding the existence of a career development strategy for all career phases (of which 36% agreed and 24% partially agreed). 19% of respondents did not want to or could not express themselves, and this was the third most common answer in the category of doctoral students and assistants (R1) (33%).</i></p> <p><i>37% of participants (22% agreed and 15% partially agreed) on the statement whether a person who plays the role of a mentor in the workplace is available. A fifth of participants did not know or did not want to express their opinion.</i></p>	<p>Suggestions for improvement:</p> <p>Workshop in the field of career development</p> <p>Counselling in the field of career development</p>
29. Value of mobility	+/+ fully implemented		<p>Initiatives undertaken:</p> <p>Stimulating staff especially young employees, to complete stays and internships abroad at top foreign universities and research institutes, with the return of their experience and contributing to increasing the level of research is part of Long-Term Strategy of UPJŠ.</p>
30. Access to career advice	-/+ partially implemented	<p>Career advice is informal and insufficient in all workplaces. It is usually implemented in an individual form.</p>	<p>Suggestions for improvement:</p> <p>Institutionalise counselling in the field of career development</p> <p>Implement a workshop in the field of career development</p>

		<p><i>Access to counseling services was positively assessed by 43% of participants (24% expressed consent, 19% partial consent). 19% of participants expressed a negative assessment (12% disagreed with the positive evaluation, 7% disagreed). It was not expressed, resp. up to 37% of participants responded neutrally, mostly in the category of associate professors and independent scientific researchers (R3) (48%) and in the category of professors and senior researchers (R4) (42%).</i></p>	
31. Intellectual Property Rights	-/+ partially implemented	<p>A Technology Transfer Center was established within the UPJŠ Technology and Innovation Park (TIP UPJŠ) (activities: registration of IP, elaboration of applications for industrial property objects, performs the rights and obligations of the University as the applicant of IP, ensures the licensing policy, takes care of maintaining the protection of industrial property objects, takes care of the payment of administrative fees); Advisory bodies also operate in TIP UPJŠ: Supervisory Board, Transfer and Innovation Council, International Advisory Committee</p> <p>Protection of intellectual property is governed by Directive no. 3/2019 on the protection of intellectual property at UPJŠ in Košice and its components.</p> <p>Nevertheless, we record a lower awareness of employees in the field of copyright and the possibilities of support and cooperation in the field of IP protection, as well as about the possibilities / support of commercialization of part of academic research. At the same time, there is no internal regulation in the field of knowledge transfer.</p> <p><i>Contribution to the benefits of the use of research results was positively assessed by 52% of</i></p>	<p>Suggestions for improvement:</p> <p>Implement intensive education in the field of intellectual property protection in the form of workshops</p> <p>Implement education in the field of technology transfer in the form of workshops</p> <p>Completing the rules on intellectual property protection and technology transfer</p>

		<p>participants. Professors and senior researchers (R4) were the most positive about this statement (69%).</p>	
32. Co-authorship	-/+ partially implemented	<p>Within the internal regulations of UPJŠ, the area of authorship, co-authorship and ethics of scientific publishing is not specified.</p> <p>Survey revealed that most researchers positively perceive the possibility of co-authorship, but approximately 20% of researchers in categories R2 and R3 perceive the application of co-authorship as problematic.</p> <p><i>When asked if they encountered a problematic authorship enforcement, 70% of participants answered negatively, 18% positively. The participants most often answered positively in the category of associate professors and independent scientific researchers (R3) (21%) and in the R2 category (19%).</i></p> <p><i>Co-authorship support was positively assessed by 75% of participants (52% agreed, 23% partially agreed). 7% of participants expressed a negative opinion. The most positive responses were from the category of professors and senior researchers (R4) (92%), the least positive were doctoral students and assistants (R1) (70%). It was not expressed, resp. 18% of participants answered neutrally, mostly in the category of doctoral students and assistants (R1) (27%) associate professors and independent scientific researchers (R3) (20%).</i></p>	<p>Suggestions for improvement:</p> <p>Elaboration of internal regulation: "Principles of good practice in scientific publishing" which includes not only ethics of research but also publication of research results (as well as the area of co-authorship)</p> <p>Workshop concentrating on research ethics and publishing results</p>
33. Teaching	+/- almost but not fully implemented	<p>Uneven workload of employees in the field of teaching</p> <p>Internal regulation "Rector's decision no. 11/2010 on determining the limit of the minimum scope of direct teaching and counting of pedagogical performances within the UPJŠ in Košice and its components "sets the lower limit of direct teaching</p>	<p>Suggestion for improvement:</p> <p>Update of the regulation on the extent of direct teaching and inclusion of pedagogical performance at UPJŠ</p>

		<p>76% of participants rated the pedagogical workload as corresponding to the academic classification (53% agreed with the above, 23% partially agreed. 13% of participants feel the workload as non-corresponding to the academic classification. Professors and senior researchers (R4)(85%) and R2 category (80%) were the most positive about this statement. 69% of participants answered positively, 19% answered negatively within the R3 category.</p>	
34. Complains/ appeals	-/+ partially implemented	<p>Procedures for resolving complaints, conflicts and appeals are not formalised. Faculties and workplaces of UPJŠ do not have internal regulations for their resolving.</p> <p>Survey revealed the need to create an institute of ombudsman / mediator.</p> <p>53% of participants consider the resolution of complaints, appeals and conflicts to be correct (38% answered by consent, 15% by partial consent). It was not expressed, resp. A total of 38% of participants answered neutrally, mostly in the category of doctoral students and assistants (R2) (46%), of which up to 42% chose the alternative on not knowing or not wanting to express their opinion. When asked about the knowledge of the complaint and appeal procedure, only 33% of participants answered in the affirmative, 49% stated that they did not. The most "No" answers were recorded in the category of doctoral students and assistants (R1) (64%), the least in the category of professors and senior researchers (R4) (19%). 58% of R4 know the procedure for complaints and appeals, from category of doctoral students and assistants (R1) only 18%. Only about a third of the participants knows about the procedure within R3 category (35% and 33%).</p>	<p>Initiatives undertaken: Complains and appeal procedures are governed by general legal regulations of the Slovak Republic.</p> <p>A mail box "black box" has been set up at UPJŠ within the Academic Information System where employees and students can submit their complaints and suggestions.</p> <p>Suggestions for improvement: Describing the complaint submission process for the employees</p> <p>Create an institute of Ombudsman</p>

35. Participation in decision-making bodies	+/- fully implemented	Fully implemented, rules are in place.	<p>Initiatives undertaken: Employees of UPJŠ are supported in representation in decision-making bodies. Representatives of all scientific categories (R1 –R4) are members in academic senates of the faculties and the Academic Senate of UPJŠ. Employees participate in meetings of the academic community of faculties and University.</p>
Training and Development			
36. Relation with supervisors	-/+ partially implemented	<p>The area of relations with supervisors is formalised at the level of internal regulation. Survey results revealed that the relationship with supervisors is perceived mostly positively.</p> <p><i>A total of 78% of participants feel the opportunity to establish a well-functioning professional relationship with research supervisors.</i></p> <p><i>Majority of participants expressed a positive opinion about the competencies of experienced employees in the supervisory resp. training position,</i></p> <p><i>In the case of mentoring competencies within experienced employees, almost a quarter of the participants did not express their opinion (24% did not know or did not want to comment). An absolute majority of participants answered in the affirmative (57% agreed or partially agreed).</i></p> <p><i>In the case of expressing the competencies of a career counsellor, a third of participants responded with the possibility of not knowing/ not wanting to express their opinion (34%). Approximately one third of participants (35%) agreed or partially agreed.</i></p>	<p>Suggestions for improvement: Workshop in the field of mentoring Institutionalisation of mentoring at UPJŠ</p>
37. Supervision and managerial duties	-/+ partially implemented	The area of supervision and managerial skills is not formalised at UPJŠ. There is a lack of mentoring schemes as well as institutionalisation of mentoring. The need for mentoring schemes and training in the managerial skills of researchers also emerged from the survey.	<p>Initiatives undertaken: UPJŠ provides a training camp for doctoral students in the form of multi-day workshops at the beginning of their work as researchers, and for several years University has been providing an multi-day event: Spring School of</p>

		<p>48% of participants agreed with the statement whether experienced employees care about successful career development and 27% partially agreed. 8% disagreed, 10% partially disagreed and 7% of participants did not want to / did not know to express their opinion. The most positive answers were recorded in category of R4.</p>	<p>Doctoral Students, within which doctoral students train their competencies and acquire professional knowledge.</p> <p>Suggestions for improvement: Counselling and training for R3 and R4 in the field of mentoring</p> <p>Institutionalisation of mentoring at UPJŠ</p> <p>Creation of a managerial skills module for researchers (target group – experienced scientists R3, R4)</p> <p>Workshop in the field of team management – leadership (R2, R3, R4)</p> <p>Workshop in the field of mentoring</p>
38. Continuing Professional Development	-/+ partially implemented	<p>Based on a discussion with employees, and from survey results it is clear that employees have a great deal of opportunities for further education.</p> <p><i>When asked about the possibilities of expanding skills and abilities, 77% of participants answered in the affirmative. Most employees agreed with this statement from categories R2 and R3.</i></p>	<p>Initiatives undertaken: University has an established independent workplace Lifelong Learning Centre and Project Support focused on further education of R1-R4 employees.</p> <p>Suggestions for improvement: Workshop in the field of project management for young researchers (R1, R2)</p> <p>Education in the field of project management for young researchers (R1, R2)</p>
39. Access to research training and continuous development	-/+ partially implemented	<p><i>Stimulation of professional development was positively assessed by 55% of participants (35% expressed consent, 20% partial consent). 9% of participants answered negatively (5 disagreed, 4 partially disagreed). It was not expressed, resp. up to 35% of participants answered neutrally, mostly in the category of associate professors and independent scientific researchers (R3)(48%). The comparison of the used categories revealed a slightly increasing trend, the least positive</i></p>	<p>Suggestions for improvement: Referred to in points 37., 38.</p>

		<p><i>assessments were in the category of doctoral students and assistants (R1) (46%), the most in the category of professors and senior researchers (R4) (69%).</i></p>	
40. Supervision	+/- almost but not fully implemented	<p>Principle is formally regulated in the internal regulations of UPJŠ.</p> <p>Absece of mentoring in the career area for young researchers.</p> <p><i>Majority of participants in the category of doctoral students and assistants (R1) expressed a positive assessment of the supervisor (84%). Only 12% stated that they do not have a supervisor from the ranks of experienced researchers.</i></p>	<p>Suggestions for improvement: Suggestions are referred to in point 37.</p>