

GAP Analysis (Charter and Code Checklist)

Case number: 2021PL603617

Name Organisation under review: University of Rzeszów

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GAP Analysis overview

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

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

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

proposals that could remedy the current situation.

Status				
	Ethical and Professional Aspects	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
1	Research freedom	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning research freedom.</p> <p>Identified gap: Although no actual gaps have been identified, some improvement actions have been proposed, as the questionnaire responses indicated not full implementation of the principle.</p>	<p>The initiative already undertaken: Development of the scientific policy of the University of Rzeszów consistent with the Development Strategy of the University of Rzeszów for 2021-2030 in the sphere of improving the freedom and quality of scientific and artistic activities. Additionally, the binding strategy is aimed at increasing the number of scientific disciplines as well as development of cooperation between interdisciplinary research teams.</p>
2	Ethical principles	++	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning ethical principles.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been fully implemented. However, they also indicate, that the researchers are not aware of the existing and binding at the University of Rzeszów since June 2020 Code of Ethics for Academic Teachers.</p>	<p>The initiative already undertaken: In the work regulations, the obligation for the employees to get familiarized with the Code of Ethics for Academic Teachers has been included and the procedure of signing the form confirming familiarization with the Code has been already completed.</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. The</p>	No initiatives necessary.

			<p>following documents function at the UR: Resolutions of the Senate establishing: the Code of Ethics for Academic Teachers, regulations for the management of copyrights, rights related and rights of industrial property, and the principles of commercialization, regulations of the University Technology Transfer Center, regulations for financing and documenting scientific activities from own resources, the policy of open access for scientific publications along with research data obtained in research units at the UR. In addition, each research funding institution has its own regulations regarding the principles of research implementation, their control, and the scope of responsibility of the research group. Upon receiving funding, the research team undertakes a contractual obligation to comply with the rules specified by the financing entity. Identified gap: The questionnaire responses indicate that the principle has been fully implemented.</p>	
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 gaps:</p> <ul style="list-style-type: none"> - Lack of current regulations on the principles of implementing scientific projects - Lack regulations regarding the principles of circulation and archiving of documentation on 	<p>The initiatives already undertaken:</p> <p>Preparation and development of regulations for the implementation of scientific projects financed from external sources as well as of the rules regulating administrative support for such projects.</p> <p>Regulating the circulation of documents and matters related to the submission of scientific projects financed from external sources by research workers to the Department of Research and Projects of the University of Rzeszów</p> <p>Regulating the collection and archiving of documentation on research projects and services in the Department of Research and Projects UR</p>

			research projects	
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:</p> <ul style="list-style-type: none"> - Necessity for training in the area of intellectual property rights, related rights and industrial property rights managements as well as on commercialisation of research results principles is necessary 	<p>New proposal:</p> <p>Organising a series of trainings in the area of copyright, related rights and industrial property rights management as well as the principles of commercialization. Those will be organized by the University Technology Transfer Centre or conducted by an outsourcer.</p>
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. At the University of Rzeszów, there is an administrative unit dedicated to the handling and control of scientific projects called the Department of Research and Projects. Research-related financial expenses are strictly controlled by the accounting department in accordance with EU and national regulations. Research materials are purchased in accordance with the principles of public procurement, which is subject to control by the UR Procurement Department. Orders are made in accordance with the public procurement law. The circulation of documents related to the conduct of research projects, the purchase of materials, and business trips take place</p>	<p>Certain principles of accountability overlap with those of professional attitude, hence the same initiatives apply:</p> <p>The following initiatives have been already implemented:</p> <p>Preparation and development of regulations for the implementation of scientific projects financed from external sources as well as of the rules regulating administrative support for such projects. Regulating the circulation of documents and matters related to the submission of scientific projects financed from external sources by research workers to the Department of Research and Projects of the University of Rzeszów.</p> <p>Regulating the collection and archiving of documentation on research projects and services in the Department of Research and Projects UR.</p> <p>Preparation of the information on the UR Data Management Plan to be published at the UR website.</p>

			through the electronic system available to every employee of the University of Rzeszów (https://eod.ur.edu.pl). Identified gap: The questionnaire responses indicate that the principle has been fully implemented. However, certain principles of accountability overlap with those of professional attitude.	
7	Good practice in research	+/-	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. Identified gap: Although no actual gaps have been identified, some improvement actions have been proposed, as the questionnaire responses indicated not full implementation of the principle.	The initiative already undertaken: Review of the documents functioning at the University of Rzeszów and supplementing any identified procedural shortcomings, in particular in the field of IT data protection and recovery. Providing instructions for data storage and protection at the UR website: https://www.ur.edu.pl/universytet/jednostki/administracja/universyteckie-centrum-informatyzacji/zalecenia-w-zakresie-przechowywania-i-tworzenia-ko
8	Dissemination, exploitation of results	+/-	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 and exploitation of results. Identified gap: Some problems with updating information on the University website have been found. Some improvement actions have been proposed, as the questionnaire responses indicated not full implementation of the principle.	Initiatives already undertaken: Systematic updating of information on the website of the University of Rzeszów, of individual Colleges of the University, as well as continuous dissemination of information about the achievements of research workers in the media has been started and continues. Websites for individual researchers updated with the results of their research are yet to be launched. The initiatives started, but yet to be fully implemented: The process of activating and developing the UR website in English. New proposal: Organising a series of trainings in the field of copyright, related rights and industrial property rights management as well as the principles of commercialization
9	Public engagement	-/+	The analysis of the documents showed that neither national / regional legislation nor organisational	Initiatives already undertaken: Systematic updating of information on the website of the University of Rzeszów, of individual Colleges of the University, as well as continuous

			<p>regulations impede implementation of the principles of the European Charter for Researchers concerning public engagement.</p> <p>Identified gap: The questionnaire responses indicated partial implementation of the principle, hence certain improvements have to be introduced.</p>	<p>dissemination of information about the achievements of the UR researchers in the media. Increasing funds in the UR budget for promotion of science and scientists' achievements.</p> <p>The initiatives started, but yet to be fully implemented: The process of activating and developing the UR website in English.</p>
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 non-discrimination.</p> <p>Identified gap: The questionnaire responses indicated that the principle has not been fully implemented, hence certain actions aimed at improvement have to be taken.</p>	<p>The initiative already undertaken: Providing information on the UR website on the issues of identification and counteracting mobbing, discrimination and corruption, and their effects.</p>
11	Evaluation/ appraisal systems	+/-	<p>The analysis of the documents showed that neither national / regional legislation that impedes implementation of the principles of the European Charter for Researchers concerning evaluation/appraisal system.</p> <p>The organisational regulations concerning the present system of evaluation do not include all the principles indicated in the European Charter for Researchers concerning the evaluation/appraisal system.</p> <p>Identified gap: The present employee appraisal system needs modification to include all the elements specified in the principles of the European Charter for Researchers concerning the evaluation/appraisal</p>	<p>The initiative already undertaken: Development of a new employee appraisal system, including publishing and patenting activity, research management, teaching / lecturer, research supervision, consulting, national or international cooperation, administrative duties, activities in the field of raising scientific awareness in society and mobility.</p>

			system	
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.				
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 UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Charter and Code have been implemented. Hence, certain improvements are necessary.</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p> <p>The initiative in process of implementation: Launching a recruitment system based on e-tools is in process. eRecruiter program has been acquired.</p>
13	Recruitment (Code)	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Hence, certain improvements are necessary.</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p> <p>The initiative in process of implementation: Launching a recruitment system based on e-tools. eRecruiter program has been acquired.</p>
14	Selection (Code)	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the</p>	<p>An initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers, particularly so in the scope of the competences of the members of the selection committees.</p>

			national regulations, not all principles specified in the Code have been implemented. Also, the questionnaire responses indicated that the principle has not been fully implemented. Hence, certain improvements are necessary.	
15	Transparency (Code)	-/+	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Also the questionnaire responses indicated that the principle has been only partially implemented, particularly so as far as information about the candidates' strengths and weaknesses are concerned. Hence, certain improvements are necessary.</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p> <p>The initiative in process of implementation: Launching a recruitment system based on e-tools is in process.</p>
16	Judging merit (Code)	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Also the questionnaire responses indicated that the principle has not been fully implemented, particularly so as far as outstanding results within a diversified</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p>

			career path are concerned.	
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 the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Also the questionnaire responses indicated that the principle has been only partially implemented, particularly so as far as an evolution of the candidate's career is concerned.</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p>
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 the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Also the questionnaire responses indicated that the principle has not been fully implemented, particularly so as far as recognition of mobility is concerned.</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment 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 the Code of Conduct for</p>	<p>An initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p>

			<p>Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Also the questionnaire responses indicated that the principle has been only partially implemented, particularly so as far as non-formal qualifications are concerned.</p>	
20	Seniority (Code)	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have been implemented. Also the questionnaire responses indicated that the principle has not been fully implemented, particularly so as far as the candidate' achievements are concerned.</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p>
21	Postdoctoral appointments (Code)	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles the Code of Conduct for Recruitment.</p> <p>Identified gap: Although the present UR recruitment procedures are consistent with the national and EU regulations, not all principles specified in the Code have</p>	<p>The initiatives already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers.</p> <p>Establishing a "research group leader" as a legitimization of the mentoring role for the best researchers at the University of Rzeszow.</p>

			been implemented. Also the questionnaire responses indicated that the principle has not been fully implemented, particularly so as far as appointments of postdoctoral researchers are concerned.	
	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: The questionnaire responses, consultations and the review of the documentation indicate that the principle has not been fully implemented. Hence, certain improvements are necessary.</p>	<p>The initiatives already undertaken: Development of the scientific policy of the University of Rzeszów. Review and modification of the regulations of the doctoral school of the University of Rzeszów.</p>
23	Research environment	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning research environment.</p> <p>Identified gap: The questionnaire responses, consultations and the review of the documentation indicate that the principle has not been fully implemented. Hence, certain improvements are necessary.</p>	<p>The initiatives already undertaken: Development of the scientific policy of the University of Rzeszów. Review and modification of the regulations of the doctoral school of the University of Rzeszów. Regular reviewing the technical and scientific facilities and equipment. Preparation of an annual report on their condition, as well as on possibilities of cooperation between researchers and on sharing the reviewed equipment.</p>
24	Working conditions	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of</p>	<p>The initiatives already undertaken: Revision of the binding organisational regulations. Review and modification of the sabbatical and remote work policy of the University of Rzeszów.</p>

			<p>the principles of the European Charter for Researchers concerning working conditions.</p> <p>Identified gap: Although the organisational regulations seem to provide appropriate flexibility, tele-working, sabbatical, etc., the questionnaire responses indicate that the principle has not been fully implemented. Hence, certain improvements have to be considered.</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: The questionnaire responses indicate that the principle has not been fully implemented. Hence, certain improvements are necessary.</p>	<p>The initiatives already undertaken: Development of the scientific policy of the University of Rzeszów. Development of a new employee appraisal system, including publishing and patenting activity, research management, teaching / lecturer, research supervision, consulting, national or international cooperation, administrative duties, activities in the field of raising scientific awareness in society and mobility.</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 Researchers concerning funding and salaries.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been partially implemented. Hence, certain improvements are necessary.</p>	<p>As the new ordinance regarding remuneration of employees of the University of Rzeszów for an above-average scientific activity was introduced on March 29, 2021 and is binding for the years 2021-2024, potential modifications of the rules will be possible in 2024. At present the existing regulations will be consistently applied.</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</p>	<p>The initiative already undertaken: Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers. Gender Equality Policy of the UR has been prepared and will be introduced</p>

			<p>for Researchers concerning gender balance.</p> <p>Identified gap: Although the organisational regulations do not discriminate anyone on the grounds of gender, the questionnaire responses indicate that the principle has not been fully implemented. Hence, certain improvements and revision of implementation of the existing regulations are necessary. There are no regulations concerning gender balance in selection committees in the recruitment process.</p>	with the Rector's ordinance in May 2022.
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 questionnaire responses indicate that the principle has not been fully implemented. Hence, certain improvements are necessary.</p>	<p>Initiatives already undertaken: Development of the scientific policy of the University of Rzeszów. Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers. Establishing a "research group leader" as a legitimization of the mentoring role for the best researchers at the University of Rzeszów.</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 the value of mobility.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been partially implemented. Hence, recognition of employees' mobility should be recognised in the employee appraisal system.</p>	<p>Initiatives already undertaken: Development of the scientific policy of the University of Rzeszów. Development of new guidelines for UR Colleges for conducting the recruitment process for the positions of academic teachers in a manner consistent with the Code of Conduct for the recruitment of researchers. Establishing a "research group leader" as a legitimization of the mentoring role for the best researchers at the University of Rzeszów.</p>

30	Access to career advice	--	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning access to career advice.</p> <p>Identified gap: The questionnaire responses indicate that the principle has not been implemented. There is no clear career advice system at the UR.</p>	<p>The initiatives already undertaken: Introducing career counseling for researchers, also in the field of scientific advancement and promotion. Launching an online career counseling system.</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 indicate that the principle has been partially implemented. Hence, certain improvements are necessary.</p>	<p>The initiative already undertaken: Launching a consultancy service in the scope of intellectual property protection using an online platform.</p>
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 indicate that the principle has not been fully implemented. However, the principles have been specified in the binding Code of Ethics for Academic Teachers.</p>	<p>The initiative already undertaken: Inclusion in the work regulations of the obligation for the employees to get familiarized with the Code of Ethics for Academic Teachers.</p>
33	Teaching	-/+	<p>The analysis of the documents showed that neither national / regional</p>	<p>The initiatives already undertaken: Development of a new employee appraisal system, including publishing</p>

			<p>legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning teaching.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been partially implemented. Certain improvements are advisable.</p>	<p>and patenting activity, research management, teaching / lecturer, research supervision, consulting, national or international cooperation, administrative duties, activities in the field of raising scientific awareness in society and mobility.</p> <p>Updating the principles of reducing the teaching load depending on scientific activity and the implementation of scientific projects.</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 complaints/appeals.</p> <p>Identified gap: The questionnaire responses indicate that the principle has been partially implemented. Hence, certain improvements are necessary.</p>	<p>The initiative already undertaken: Updating the Rector's Ordinance No. 5/2012 of January 30, 2012 on the organization of the submission, examination and settlement of complaints and petitions at the University of Rzeszów. The Rector's Ordinance of July 9, 2021 No. 121/2021 introduced a new policy on counteracting mobbing, discrimination and corruption, including establishment of the position of the mediator.</p>
35	Participation in decision-making bodies	++	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning participation in decision-making bodies. The following regulations binding at the University of Rzeszów guarantee that scientists are represented in various decision-making bodies: Act of 20 July 2018 - Law on Higher Education and Science (consolidated text, Journal of Laws of 2021, item 478, as amended), Act of June 26, 1974 - Labor Code (uniform text Journal of Laws of 2020, item 1320), Act of May 23, 1991 on trade unions (consolidated text, Journal of Laws of 2019, item 263), as well as the</p>	<p>No initiatives necessary</p>

			<p>Work Regulations of the University of Rzeszów (consolidated text of September 30, 2021) and the Statute of the University of Rzeszów (consolidated text of September 30, 2021. Members of the main decision-making bodies, including the Senate, College Didactic Council, College Scientific Council, Institute Councils, are elected in democratic procedures and function as representatives of all R1-R4 groups, except for the Scientific Council, which consists of R3-R4 researchers only. At the University of Rzeszów, there are two trade unions of teachers and employees of the University of Rzeszów, which issue opinions on prepared documents and may submit their own proposals concerning working conditions and social benefits. No gaps identified.</p>	
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
36	Relation with supervisors	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning relations with supervisors.</p> <p>Identified gap: The questionnaire responses indicate that the principle has not been fully implemented. Certain improvements are advisable.</p>	<p>The initiatives already undertaken: Developing a detailed system / rules for appointing the heads of departments, chairs or laboratories based on professional qualifications. Review and modification of the regulations of the doctoral school of the University of Rzeszów. Establishing a "research group leader" as a legitimization of the mentoring role for the best researchers at the University of Rzeszow.</p>
37	Supervision and managerial duties	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning supervision and managerial duties.</p>	<p>The initiatives already undertaken: Developing a detailed system / rules for appointing the heads of departments, chairs or laboratories based on professional qualifications. Review and modification of the regulations of the doctoral school of the University of Rzeszów. Development of the scientific policy of the University of Rzeszów.</p>

			<p>Identified gap: The questionnaire responses indicate that the principle has not been fully implemented. Certain improvements are advisable.</p>	
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. The University of Rzeszów organizes various courses to improve the competences of employees and doctoral students. The University of Rzeszów applies for funds for this purpose to external institutions. The offer of raising competences applies to trainings, courses, internship, work placement, both in Poland and abroad. Employees are informed about the possibility of participation in competence-enhancing activities by email or through advertisements on the UR website. No gaps identified.</p>	No initiatives necessary
39	Access to research training and continuous development	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational regulations impede implementation of the principles of the European Charter for Researchers concerning access to research training and continuous development.</p> <p>Identified gap: The questionnaire responses indicate that the principle has not been fully implemented. Certain improvements are advisable.</p>	<p>The initiative already undertaken: Disseminating within UR colleges information on available training, grants and fundraising opportunities.</p>
40	Supervision	+/-	<p>The analysis of the documents showed that neither national / regional legislation nor organisational</p>	<p>The initiatives already undertaken: Review and modification of the regulations of the doctoral school of the</p>

		<p>regulations impede implementation of the principles of the European Charter for Researchers concerning supervision.</p> <p>Identified gap: The questionnaire responses indicate that the principle has not been fully implemented. Certain improvements are advisable.</p>	<p>University of Rzeszów. Development of the scientific policy of the University of Rzeszów. Development of the internal control system of the quality of education in the doctoral school, including evaluation of the process of education, and conditions of studying.</p>
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