

EURAXESS

GAP Analysis (Charter and Code Checklist).

Case number

2023PL113007

Name Organization under review

University of Opole

Organization's contact details

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Date endorsement charter and code

04/07/2023

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 organization's GAP analysis below. If your organization currently does not fully meet the criteria, please list whether national or organizational 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 organization'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 this organization 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 organization. If relevant, list any national/regional legislation or organizational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom (G1)	++ = fully implemented	Researchers have the opportunity to conduct research according to their interests, and are free to choose their research methods and instruments. This is confirmed by the results of a survey of researchers at the University of Opole (UO). About 95% of respondents agreed.	No action required.
2. Ethical principles (G2)	+/- = almost but not fully implemented	Nearly 94% of UO researchers (100% of doctoral students) declared that they are aware of and adhere to the fundamental ethical principles for the discipline and the ethical standards included in codes of ethics. The UO has national regulations in this regard (the Law on Higher Education and Science of 2018; Journal of Law of 2018 item 1668), as well as internal documents guarantee this, including the <i>Strategy for the Development of the University of Opole in 2021-2027</i> . The UO has a University Research Ethics Committee that evaluates submitted research projects for compliance with ethical principles. Despite the positive assessment of this area among respondents, in the opinion of the HRS4R Team at the UO, the following measures are needed to improve this area: 1. development and publication of the UO Code of Ethics for Researchers,	Initiatives for the indicated actions: 1. Development and publication of the University of Opole Code of Ethics for Researchers: responsible unit – Vice-Rector for Science, UO Research Ethics Committee, Rector's Office, Office for Research and Project Management; implementation date: by the end of the third quarter (Q3) 2025. 2. Disseminating information about the developed Code among UO researchers and doctoral students and the need to become familiar with it: responsible unit- UO Research Ethics Committee, Rector's Office, Office for Research and Project Management, Office of Human Resources, Equal Treatment Proxy, Equality and Gender Equality Team, Office of Marketing and Public Relations, University Centre for Knowledge and Technology Transfer, Centre of New Technologies; implementation date: by the end of Q3 2025. 3. Availability of information for researchers and doctoral students: responsible unit- UO Research

		<p>2. disseminating information about the developed Code among scientists and doctoral students of the UO and the need to become familiar with it,</p> <p>3. improving the availability of information on good national and foreign practices, regulations relating to the ethics of conducting research.</p>	<p>Ethics Committee, Rector's Office, Office for Research and Project Management, Office of Marketing and Public Relations, University Centre for Knowledge and Technology Transfer, Centre of New Technologies; implementation date by the end of Q3 2025.</p>
3. Professional responsibility (G3)	+/- = almost but not fully implemented	<p>Nearly 96% of UO researchers (100% of doctoral students) declared that they know and follow the principles of respecting intellectual property rights, shared ownership of data when conducting collaborative research, and the UO ensures compliance with these principles. The <i>Regulations on the principles of commercialization and management of copyright related rights and industrial property rights at the University of Opole</i> were introduced for this purpose.</p> <p>Despite the positive opinion on this area among respondents, according to the HRS4R Team, the following actions need to be taken:</p> <ol style="list-style-type: none"> 1. reviewing and updating the Regulations indicated above, 2. disseminating information about these Regulations to UO scientists and doctoral students, 3. developing guidelines/catalogue of good practices for research supervisors and superiors on professional responsibility, joint ownership of data when conducting joint research. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Reviewing and updating <i>the Regulations on the principles...</i> responsible unit- Vice Rector for development and finance, Vice-Rector for science, Rector's Office, Senate, University Centre for Knowledge and Technology Transfer; implementation: by the end of Q3 2025. 2. Organization of training and information campaign in this regard among researchers and doctoral students: responsible unit- the Vice-Rector for science, Rector's Office, the University Centre for Knowledge and Technology Transfer; implementation date: by the end of Q3 2025 and beyond. 3. Developing guidelines/guide of good practices in the area of master-student and superior-subordinate: responsible unit- Vice Rector for science, Rector's Office, Office for Research and Project Management, Office of Human Recourses, Equal Treatment Proxy, Equality and Gender Equality Team, UO Doctoral School; implementation date: by the end of Q2 2026 and beyond.
4. Professional attitude (G4)	+/- = almost but not fully implemented	<p>Nearly 85% of academics (81% of doctoral students) said they were aware of the strategic goals of their research community and the mechanisms for funding research. The obligations of researchers to conduct research, the need to achieve results related to, for example, publications, are defined within the framework of national regulations in this regard, hence</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Continuation of training activities on the principles of research funding, obtaining external funds for research (such actions are already being undertaken by the UO; the unit responsible for organizing such training is the Office for Research and Project Management): responsible unit: the

		<p>a researcher signing an employment contract is aware of his or her obligations to conduct research and disseminate it (national rules for the evaluation of the quality of scientific activity apply in this regard).</p> <p>Despite the positive opinion of respondents on this area, researchers see that there are difficulties in obtaining external funding for research. Therefore, in the opinion of the HRS4R Team, it is necessary to continue activities:</p> <ol style="list-style-type: none"> 1. in the dissemination of information on external research funding mechanisms, 2. aimed at professional institutional support for researchers in obtaining external funding for research and other projects. 	<p>Vice-Rector for Development and Finance, the Vice-Rector for Science, the Doctoral School, the Office of Human Resources, the Office for Research and Project Management; implementation date: the end of Q2 2025 and beyond.</p> <p>2. Aiming at professional institutional support of researchers in obtaining external: review of the rules and mechanisms of research funding at the UO: responsible unit- Vice-Rector for Development and Finance, Vice-Rector for Science, Doctoral School, Office of Human Resources, Office for Research and Project Management; implementation date: by the end of Q2 2025 and beyond.</p>
5. Contractual and legal obligations (G5)	++ = fully implemented	<p>Each researcher is obliged to familiarize himself with and comply with the applicable national, sectoral and internal/institutional regulations governing working conditions and the need to improve professional competence.</p> <p>Nearly 81% of academics overall (81% of doctoral students) said they were familiar with and complied with the regulations indicated above.</p>	No action required.
6. Accountability (G6)	++ = fully implemented	<p>Nearly 98.6% of academics overall (100% of doctoral students) said they were aware of their responsibility to their employers and other entities, as well as their ethical obligations to society. In all normative acts of the UO there is an emphasis on the responsibility of academics and managers.</p> <p>The UO's Office for Research and Project Management publishes on its website https://bniop.uni.opole.pl/) information about current project competitions, training sessions on obtaining external funds taking place. A newsletter with the latest information in this area is also sent out to researchers once a month. The UO Publishing House has also posted on its website the</p>	No action required.

		so-called publication ethics rules (https://wydawnictwo.uni.opole.pl/dla-autor%C3%B3w).	
7. Good practice in research (G7)	+/- = almost but not fully implemented	<p>Nearly 98.6% of academics overall (100% of doctoral students) said they know and follow good practices in research. Researchers participate in meetings and trainings on good practices related to dissemination and protection of research results carried out either by the UO or within the FORTHEM alliance.</p> <p>Despite the positive opinion about this area among the respondents, according to the HRS4R Team at the UO, it is important to strengthen the area in terms of secure digital storage of data (research results) by scientists. Hence, it is necessary:</p> <ol style="list-style-type: none"> 1. to develop and implement rules for the digital collection, storage, archiving and sharing of research results and other materials by researchers, 2. training in this area. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development and implementation of rules for digital collection, storage and archiving, and sharing (including open access) by academic staff of R&D results, other data, by means of a Rector's Regulation (normative act of the UO): responsible unit: Vice-Rector for Science, Rector's Office, Centre of New Technologies, UO Library; implementation date: by the end of Q4 2025. 2. Training and development of a guide for teachers on the use of the digital platform: responsible unit: the Vice-Rector for Science, Rector's Office, the Centre of New Technologies, the UO Library; implementation date: by the end of Q4 2025.
8. Dissemination, exploitation of results (G8)	+/- = almost but not fully implemented	<p>Nearly 98.6% of total academics (95% of doctoral students) said they take measures (in accordance with regulations) to disseminate and use research results. Technical and institutional conditions exist at the UO for dissemination of research results by researchers. However, despite the technical capabilities and the goodwill of UO researchers, there are no policies, guidelines for collecting and storing research data and so-called scientific communication, so that they are available to the appropriate audience.</p> <p>Despite the positive assessment of this area among respondents, in the opinion of the HRS4R Team at the UO, the following measures are needed to improve it:</p> <ol style="list-style-type: none"> 1. develop guidelines for the UO science communication policy and open access to scientific publications and research data at the UO, 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development and publication of guidelines for the UO science communication policy and open access: responsible unit- Vice-Rector for Science, Rector's Office, Doctoral School, University Centre for Knowledge and Technology Transfer, UO Library, Office of Marketing and Public Relations, UO International Research and Development Centre; implementation date: by the end of Q1 2026 and beyond. 2. Organization of training in this area: responsible unit- Doctoral School, University Centre for Knowledge and Technology Transfer, UO Library, Office of Marketing and Public Relations, UO International Research and Development Centre; implementation date: by the end of Q1 2026 and beyond.

		2. organization of training courses on science communication, open access.	
9. Public engagement (G9)	++ = fully implemented	Nearly 94% of total academics (95% of doctoral students) declared that they work to popularize science in society. Researchers are involved in social and educational activities (including the Science Festival, participation in open lectures, lectures at schools), as well as expert witnesses.	No action required.
10. Non-discrimination (G10)	+/- = almost but not fully implemented	<p>Nearly 84% of academics overall (81% of doctoral students) indicated that the employer (UO) protects against various forms of discrimination (based on gender, social status, ethnicity, political views and others). The UO pays great attention to issues related to non-discrimination in academia. In 2023, <i>the Gender Equality Plan for the University of Opole for 2023-2025</i> was developed and implemented, and before that, an Equal Treatment Proxy was appointed (Rector's Regulation No. 06/2019). There is an Office for Persons with Disabilities at the UO. In 2023, an Equality and Gender Equality Team was established (Rector's Regulation 101/2023). In 2024, the Anti-Bullying and Anti-Discrimination Committee was established (Rector's Regulation 13/2024).</p> <p>Despite the relatively positive assessment of this area among respondents, in the opinion of the HRS4R Team at the UO, the following measures are needed to improve it:</p> <p>1. developing an information campaign, training on gender balance issues, equality principles (non-discrimination principles) in universities.</p>	<p>Initiatives for the indicated actions:</p> <p>1. Continuing training and carrying out an information campaign, training aimed at university employees and doctoral students on the dissemination of equality principles (non-discrimination principles); implementation of activities specified in the UO Gender Equality Plan on the dissemination of equality principles among the academic community: units responsible for implementation- Equality and Gender Equality Team, Equal Treatment Proxy, Office of Human Resources, Rector's Office; implementation date: Q4 2025 and beyond.</p>
11. Evaluation/appraisal systems (G11)	+/- = almost but not fully implemented		<p>Initiatives for the indicated actions:</p> <p>1. Reviewing and adjusting/updating the system of employee evaluation of academic teachers at the UO and disseminating information to academics: key responsible units - Vice-Rector for</p>

		<p>Nearly 74% of academic teachers positively evaluated the system of periodic appraisal of academics at the UO. The UO has Rules for the Evaluation of Academic Teachers (Rector's Regulation 122/2021), which are adapted to individual employee groups and to the requirements for academics in given scientific disciplines (they take into account national criteria for evaluating the quality of scientific activity). Measures are also being taken to improve the evaluation of academic teachers by students, which in turn is taken into account in the academic teacher evaluation system. UO academic teachers are evaluated for activity in three basic areas: scientific, teaching and organizational. The relatively lower number of positive indications among respondents also shows the need to disseminate information on the employee evaluation system.</p> <p>It is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing and adjusting/updating the system of employee evaluation of academic teachers, which will strengthen the value of such activities of scientists as popularization of science, social involvement, mobility, and others (in accordance with national criteria in this regard), 2. development and implementation of an electronic system of employee evaluation of academic teachers and training in this area. 	<p>Science, Rector's Office, the Rector's Committee for evaluation of employees- academic teachers, the Office of Human Resources; implementation date: by the end of Q1 2026.</p> <ol style="list-style-type: none"> 2. Implementation of an electronic system of employee evaluation of academic teachers and training in this area- key units responsible for implementation: Rector's Office, the Office of Human Resources, Centre of New Technologies; implementation date: by the end of Q1 2026.
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Recruitment and Selection

Recruitment and Selection- please be aware that the items listed here correspond with the Charter and Code. In addition, your organization 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 (G12)	+/- = almost but not fully implemented	<p>Internal normative acts related to the recruitment of academics for specific positions at the UO, are fully in line with national regulations in this regard (Law of July 20, 2018- Law on Higher Education and Science; Journal of Laws of 2018 item 1668). The principles of OTM-R were also taken into account in their preparation. The applicable internal normative acts are: Regulation No. 12/2022 of the Rector of the University of Opole on the employment of academic staff through open competition at the UO, Regulation No. 13/2022 of the Rector of the University of Opole on the employment of academic staff outside of open competition at the UO, Regulation No. 14/2022 of the Rector of the University of Opole on amending the terms and conditions of employment of academic staff at the UO, UO Statute. Recruitment criteria for the Doctoral School are defined in the Resolution of the UO Senate No. 252/2020-2024).</p> <p>The survey shows that about 84% of academics expressed a positive opinion regarding the validity/existence at the UO of policies, procedures related to recruitment (13% of surveyed academics indicated "difficult to say", 4% expressed a negative opinion: "rather not" or "definitely not").</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing, adapting and publishing UO internal acts in the field of recruitment (online, in an accessible form for candidates), including recruitment of early-stage researchers (UO normative acts), 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Reviewing, adapting and publishing UO internal acts in the field of recruitment (online, in an accessible form for candidates), including recruitment of early-stage researchers (UO normative acts): key units responsible implementation - the Vice-Rector for Science, Rector's Office, the UO Doctoral School, the Office of Human Resources; implementation date: by the end of Q2 2026 and beyond. 2. Development and publication of the Open, Transparent and Merit-based Recruitment Policy (OTM-R) of the UO and dissemination of information in this regard to UO employees and doctoral students: key units responsible for implementation - Vice Rector for Science, Vice-Rector for Development and Finance, Senate, Office of Human Resources, UO Doctoral School; implementation date: by the end of Q2 2025.
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		2. development and publication of the Open, Transparent and Merit-based Recruitment Policy (OTM-R) of the UO.	
13 Recruitment (Code) (G13)	+/- = almost but not fully implemented	<p>The recruitment procedures in force at the UO contain inadequacies, including the lack of a unified template for job advertisements for academic teachers (applicable to all units) published in both Polish and English, the absence of such information in the template: planned duration of employment, working conditions, prospects for professional development and others. In the normative acts of the UO there are only requirements for the so-called mandatory/minimum information to be included in the job advertisement. In this regard, measures have already been taken to adjust the recruitment process of scientists at the UO. The surveys show that about 78% of academics expressed a positive opinion regarding the validity/existence of open, efficient and transparent recruitment rules at the UO (16% of surveyed academics indicated "difficult to say"). The surveyed doctoral students showed a relatively high response rate of "difficult to say".</p> <p>With this in mind, it is necessary to take the following actions:</p> <p>1. development and publication of the Open, Transparent and Merit-based Recruitment Policy (OTM-R) of the UO and dissemination of information about it to employees and doctoral students at the UO.</p>	<p>Initiatives for the indicated actions:</p> <p>1. Development and publication of the Policy for Open, Transparent and Merit-based Recruitment (OTM-R) of the UO and dissemination of information in this regard to UO employees and doctoral students: main units responsible for implementation- Vice-Rector for Science, Vice-Rector for Development and Finance, Senate, Office of Human Resources, UO Doctoral School; implementation date: by the end of Q2 2025.</p>
14 Selection (Code) (G14)	+/- = almost but not fully implemented	<p>The selection of the members of the commission that selects candidates (composition and selection of commission members, who appoints commission members) is regulated in normative acts of the UO: Regulation No. 12/2022 of the Rector of the University of Opole on the employment of academic staff through open competition at the UO, UO Statute par. 65 and 66.</p>	<p>Initiatives for the indicated actions:</p> <p>1. Reviewing, adapting and publishing internal (normative) acts of the UO in the field of recruitment of scientists (e.g., the selection of the composition of the Commission, training): units responsible for implementation- the Vice-Rector or Science, Rector's Office, the UO Doctoral</p>

		<p>The indicated procedures for the selection of members of the Commission will need to be adapted to the developed document: the Open, Transparent and Merit-based Recruitment Policy (OTM-R) of the UO. Surveys show that about 59% of academics overall expressed a positive opinion of the selection procedure for members of recruitment committees evaluating candidates in the process of recruiting researchers at the UO (36% of the scientists surveyed indicated "difficult to say").</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing, adapting and publishing internal (normative) acts of the UO in the field of recruitment of scientists (e.g., in the selection of the composition of the Committee, training), 2. development and publication of guidelines for the composition of the selection committee in accordance with the adopted Open, Transparent and Substantive Recruitment Policy (OTM-R) of the UO, 3. development of internal guidelines/guide for recruitment committees on the recruitment of researchers at the UO. 	<p>School, the Office of Human Resources; implementation date: by the end of Q2 2026.</p> <ol style="list-style-type: none"> 2. Development and publication of guidelines for the composition of the Recruitment committee in accordance with the adopted Open, Transparent and Merit-based Recruitment Policy (OTM-R) of the UO: main units responsible implementation- the Vice-Rector for Science, Rector's Office, Directors of Institutes, the Office of Human Resources; implementation date: by the end of Q2 2026. 3. Development of internal guidelines/guidance for recruitment committees for recruitment of scientists at the UO, training of Recruitment committees: main units responsible for implementation- Vice-Rector for Science, Rector's Office, Directors of Institutes, Office of Human Resources; implementation date: by the end of Q2 2026.
<p>15 Transparency (Code) (G15)</p>	<p>+/- = almost but not fully implemented</p>	<p>The recruitment procedures in place at the UO are fully in line with national regulations in this regard. Nonetheless, gaps have been noticed, such as: imperfect template for job advertisements (see description above: G13), lack of information about candidates' strengths and weaknesses/feedback to all candidates participating in the recruitment (at the UO, information about the outcome of the recruitment-selection of the best candidate- is published). The surveys show that about 57% of academics overall expressed a positive opinion on the transparency of the UO's researcher recruitment process (33% of the researchers surveyed indicated "difficult to say").</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Reviewing, adapting and publishing internal (normative) acts of the UO in the field of recruitment of researchers, development and publication of communication standards related to the provision of information to candidates: the main units responsible for implementation- the Vice-Rector for Science, Rector's Office, the UO Doctoral School, the Office of Human Resources; implementation date: by the end of Q2 2026. 2. Development and implementation of tools for monitoring the alignment of scientists with the goals set at the level of the University, Institutes,

		<p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing, adapting and publishing internal (normative) acts of the UO in the field of recruitment of scientists (including in the development of a template for job advertisements, the procedure for communicating with candidates and providing them with feedback on the competition), development and publication of communication standards related to the provision of information to candidates, 2. development and implementation of tools for monitoring the alignment of researchers with the goals set at the level of university, Institutes, Faculties or Projects. 	<p>Faculties, projects and others (normative acts of the UO): main units responsible for implementation- the Vice-Rector for Science, Rector's Office, the UO Doctoral School, the Office of Human Resources, the Office for Research and Project Management; implementation date: by the end of Q2 2026.</p>
<p>16. Judging merit (Code) (G16)</p>	<p>+/- = almost but not fully implemented</p>	<p>In this regard, at the UO, the applicable guidelines are in accordance with the 2018 Law on Higher Education and Science and the UO Statute. The candidate's merit is assessed both quantitatively (e.g. bibliometric indices) and qualitatively (e.g. experience in projects, exercise of scientific supervision and others in each case adapted to the profile of the employee sought). However, there is a lack of standardized guidelines for evaluating the merits of a candidate, both those of a quantitative and qualitative nature. Each time such an assessment is made by the Committee and on this basis it selects the best candidate. Subsequently, the Committee's recommendation is reviewed at a meeting of the Institute's Council.</p> <p>Surveys show that about 70% of academics expressed a favorable opinion of the candidates' merit evaluation (26.5% of surveyed academics indicated "difficult to say").</p> <p>With this in mind, it is necessary to take the following actions:</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Reviewing, adapting and publishing internal (normative) acts of the UO in the area of recruitment of scientists (among other things, in terms of guidelines for evaluation), development and publication of guidelines for evaluation of candidates taking into account the OTM-R Policy of employees at the UO and the principles of the Code for individual positions: main units responsible for implementation- the Vice-Rector for Science, Rector's Office, the UO Doctoral School, the Office of Human Resources; implementation date: by the end Q2 2026.

		1. reviewing, adapting and publishing internal (normative) acts of the UO in the field of recruitment of scientists (among other things, in terms of guidelines for evaluation of candidates), development and publication of guidelines for evaluation of candidates taking into account the OTM-R Policy of the UO and the principles of the Code for individual positions.	
17. Variations in the chronological order of CVs (Code) (G17)	++ = fully implemented	At the UO, there are normative acts for the recruitment of scientists and doctoral students (see G12 above), which treat as an asset the candidate's varied work experience (lapses in time: adequately documented) and treat it as part of career development. When selecting a candidate, the main consideration is their qualifications, competencies needed for the position. The survey shows that about 52% of academics expressed a positive opinion in this area. In contrast, approx. 46% of the surveyed academics indicated "it is difficult to say." It should be pointed out here that this relatively high response rate of "difficult to say", is due to the fact that in the recruitment procedures of researchers (their course, criteria for evaluating candidates) are mainly involved R3 and R4 scientists, hence the other researchers are not familiar with the rules in force.	No action required.
18 Recognition of mobility experience (Code) (G18)	++ = fully implemented	At the UO, there are normative acts for the recruitment of researchers and doctoral students (see G12 above) that treat the candidate's mobility experience as an asset and as part of career development. When selecting a candidate, the main consideration is given to the candidate's qualifications, competencies needed for the position. Surveys show that about 72% of academics expressed a positive opinion about the Recruitment Committees' appreciation of a candidate's mobility experience. In contrast, approx. 29% of the surveyed academics indicated "difficult to say". It should be pointed out that	No action required.

		<p>this relatively high response rate of "difficult to say", is due to the fact that in the recruitment procedures of scientists (their course, criteria for evaluating candidates) are mainly involved R3 and R4 researchers, hence the remaining researchers are not familiar with the applicable rules.</p>	
<p>19. Recognition of qualifications (Code) (G19)</p>	<p>++ = fully implemented</p>	<p>At the UO, the recognition of academic degrees and titles is fully in accordance with national regulations in this regard, i.e.: the provisions of international agreements, Article 328 (1), (2) and (3a) of the Law of July 20, 2018.- Law on Higher Education and Science, the Regulation of the Minister of Science and Higher Education of September 28, 2018 on the nostrification of degrees and degrees in art conferred abroad. The UO has normative acts on the recruitment of researchers and doctoral students (see G12 above) that allow for the evaluation of the academic and professional qualifications, informal qualifications and mobility of the candidate. When selecting a candidate, the main consideration is his/her qualifications, competencies needed for the position. Surveys show that about 69% of academics expressed a favourable opinion of the Committees' proper evaluation of candidates' academic and professional qualifications. In contrast, approx. 29% of the surveyed academics indicated "difficult to say". It should be pointed out here that this relatively high response rate of "difficult to say", is due to the fact that in the recruitment procedures of scientists (their course, criteria for evaluating candidates) are mainly involved R3 and R4 researchers, hence the remaining researchers are not familiar with the rules in force.</p>	<p>No action required.</p>
<p>20. Seniority (Code) (G20)</p>	<p>++ = fully implemented</p>	<p>The UO has normative acts on the recruitment of researchers (see G12 above) that require the recruitment process to determine the required level of qualification for a candidate for each position. When</p>	<p>No action required.</p>

		<p>selecting a candidate, the main consideration is the qualifications, competencies needed for the position. The survey shows that about 78% of academics expressed a positive opinion on the required level of qualification for candidates in the UO recruitment process. In contrast, approx. 19% of the surveyed academics indicated "difficult to say". It should be pointed out at this point that this relatively high response rate of "difficult to say", is due to the fact that in the recruitment procedures of researchers (their course, criteria for evaluating candidates) are mainly involved R3 and R4 researchers, hence the remaining researchers are not familiar with the rules in force.</p>	
<p>21. Postdoctoral appointments (Code) (G21)</p>	<p>+/- = almost but not fully implemented</p>	<p>The UO has internal normative acts (e.g., the UO Statute, the Rector's Regulation No. 14/2022 on amending the conditions of employment of academic staff at the UO), which are in line with national regulations (the Higher Education and Science Act of 2018) in the employment of academic staff with doctoral degrees and their choice of career path at the university (research, research and teaching or teaching positions). The UO's internal normative acts do not specify rules as to the maximum period of employment of an academician with a doctoral degree in a given position and guidelines indicating the transitional period of work of employees with a doctoral degree in a given position or the need for promotion after obtaining the degree.</p> <p>The survey shows that about 69% of academics expressed a positive opinion on the transparency of the UO's researcher recruitment process. In contrast, approx. 27% of the scientists surveyed indicated "difficult to say."</p> <p>With this in mind, it is necessary to take the following actions:</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development of guidelines for supporting the choice of career path by academic staff at the UO: main units responsible - the Vice-Rector for Science, Rector's Office, the Senate, the UO Academic Council, the Office of Human Resources, Directors of Institutes, the Doctoral School; implementation date: by the end of Q4 2025 and beyond. 2. Conducting meetings/trainings on supporting the professional development of scientists at the UO by experienced and distinguished researchers: R3+R4 (scientific mentoring activities): main units responsible for implementation- the Vice-Rector for Science, Rector's Office, the Senate, the UO Scientific Council, the Office of Human Resources, Directors of Institutes, the Doctoral School; implementation date: by the end of Q4 2025 and beyond. 3. Updating normative acts in support of the professional development path of teachers: the main units responsible for implementation- the Vice-Chancellor responsible for science, Rector's Office, the Senate, the UO Academic Council, the

		<ol style="list-style-type: none"> 1. developing guidelines to support the selection of a career path by academic staff at the UO, 2. conducting meetings/trainings on supporting the professional development of researchers at the UO by experienced and distinguished researchers: R3+R4 (scientific mentoring activities), 3. updating normative acts in support of the professional development path of teachers. 	Office of Human Resources, the Doctoral School; implementation date: by the end of Q4 2025 and beyond.
Working Conditions and Social Security			
22 Recognition of the profession (G22)	+/- = almost but not fully implemented	<p>Employees/academics of the University of Opole consciously choose their professional path (research, research and teaching or teaching) and know what the requirements are in each employee group. UO researchers, regardless of what stage they are at in their career development or their choice of career path (research, teaching) are treated as professionals. This is guaranteed by normative acts of the UO, such as the UO Statute. Surveys show that only 70% of respondents positively perceive the university's recognition of them as professionals (about 22% indicated a "difficult to say" answer, and the rest expressed a negative opinion).</p> <p>It is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. develop guidelines to support academic staff's choice of career path at UO and activities to strengthen UO organizational culture . 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development of guidelines for supporting the choice of career path by academic staff at the UO and activities in the field of strengthening the organizational culture of the UO, improving the working conditions of academic staff at the UO: key responsible units- the Vice-Rector for Science, Rector's Office, Directors of Institutes, Deans of Faculties; implementation date: by the end of Q4 2025 and beyond.
23. Research environment (G23)	+/- = almost but not fully implemented	<p>The UO undertakes numerous activities in the field of creating a stimulating research environment, inter alia by including the university in the FORTHM alliance of the Network of European Universities (https://www.forthem-alliance.eu/). The UO's research infrastructure is systematically modernized and expanded (e.g., the International Research and Development Centre was opened in 2023 (https://centrumbadawcze.uni.opole.pl/)). Researchers</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Information on research opportunities at UO and research infrastructure (activities of this type are already undertaken at the university, should be strengthened): key responsible units: University Centre for Knowledge and Technology Transfer, International Centre for Research and Development, UO FORTHM Office, Office for Research and Project Management;

		<p>have access to scientific databases and statistical programs. Surveys show that only 68% of academics have a positive perception of the scientific research environment at the UO (about 19% indicated a "difficult to say" response, and 13% expressed a negative opinion: "rather not", "definitely not").</p> <p>It is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. undertaking informational, popularization activities on the possibilities of conducting research at the UO (their financing, international cooperation) and the availability of the university's research infrastructure, 2. updating the guidelines (Regulations) for the possibility of using the UO research infrastructure. 	<p>implementation date: by the end of Q3 2025 and beyond.</p> <ol style="list-style-type: none"> 2. Reviewing and updating the Regulations for the use of UO research infrastructure: key responsible units - University Centre for Knowledge and Technology Transfer, International Centre for Research and Development; implementation date: by the end of Q2 2025.
<p>24. Working conditions (G24)</p>	<p>+/- = almost but not fully implemented</p>	<p>The UO makes every effort to ensure attractive working conditions in accordance with national and sectoral regulations in this area. The most important normative acts of the UO relating to working conditions include: UO Work Rules (Rector's Regulation No. 38/2019, as amended), Regulations on Employee Remuneration at the University of Opole (Regulation No-69/2022), Regulations on the Company Social Benefits Fund of the University of Opole (Rector's Regulation No. 34/2024), Anti-Bullying and Anti-Discrimination Policy at the University of Opole (Rector's Regulation 5/2024), UO Statute, <i>Gender Equality Plan for the University of Opole for 2023-2025</i> (https://rownosc.uni.opole.pl/en/, https://monitor.uni.opole.pl/wp-content/uploads/Plan-Rownosci-Plci-UO_2023-2025.pdf) and others. The survey shows that 79% of academics have a positive perception of working conditions at the UO, but respondents gave relatively the least positive answers to the question whether the UO provides academic teachers and doctoral students with working conditions that allow them to reconcile their family lives and professional life, have children and develop their</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. development and promotion of the Catalogue of good practices in <i>well-being of</i> UO employees: key responsible units: Rector's Office, the Office of Human Resources, UO FORTHEM Office; implementation date: by the end of Q2 2026 and beyond.

		<p>careers (about 75% of positive indications among academics and about 81% among doctoral students).</p> <p>With this in mind, it is necessary to take the following actions:</p> <p>1. promoting employee <i>well-being</i> activities.</p>	
25. Stability and permanence of employment (G25)	++ = fully implemented	Nearly 86% of academic staff positively assessed the stability of employment at the UO in accordance with national regulations in this regard. Applicable, among others: Labour Code, the Higher Education and Science Law of 2018 internal normative acts (Rector's Regulations No. 12/2022, 13/2022 and 14/2022).	No action required.
26. Funding and salaries (G26)	++ = fully implemented	<p>The UO has Regulations on the Remuneration of UO Employees (Rector's Regulation No. 69/2022), and it is in compliance with national regulations in this regard. The university is taking measures to ensure attractive financing conditions for remuneration. However, the policy of the authorities of the UO, which is a public university, in this regard is strongly influenced by national science funding policy. The UO takes measures to reward the best scientists and doctoral students at the UO. Rector's awards are granted for scientific, organizational and teaching activities, the criteria for awarding prizes are in the Regulations for the Remuneration of Employees at the University of Opole (Regulation No. 69/2022), doctoral students: Regulations for the granting the Rector's Award at the University of Opole to participants in doctoral studies and students of the doctoral school. Any changes in remuneration is undertaken in consultation with trade unions.</p> <p>The surveys show that about 68.5% of academics expressed a positive opinion on the conditions of funding and compensation for work at the UO. Respondents gave relatively the least positive indications (about 48% of academics and 62% of</p>	No action required.

		<p>doctoral students surveyed) for the answer: "UO provides attractive salary financing". It should be added that the minimum salary of academics is regulated by regulations of the Minister of Science. However, it should be noted that the survey was conducted in the autumn of 2023, and as of January 2024, in accordance with national regulations (Regulation of the Minister of Science dated February 15, 2024) , the average salary of a scientist at the UO increased by about 26%.</p>	
<p>27. Gender balance (G27)</p>	<p>+/- = almost but not fully implemented</p>	<p>In 2023, <i>the Gender Equality Plan for the University of Opole for 2023-2025</i> was implemented (https://rownosc.uni.opole.pl/en/; https://monitor.uni.opole.pl/wp-content/uploads/Plan-Rownosci-Plci-UO_2023-2025.pdf), the Proxy for Equal Treatment was appointed (UO Rector's Regulation No. 06/2019), the Equality and Gender Equality Team was established (Rector's Regulation No. 101/2023). Gender parity in committees and decision-making bodies in the structure of the UO is not maintained (there is no such requirement in the normative acts of the UO), in the selection of particular persons and persons representing particular groups of scientists are determined by their qualifications.</p> <p>The surveys show that about 66% of academics (72% of doctoral students surveyed) expressed a positive opinion regarding the UO's maintenance of gender balance in all bodies functioning in the organizational structure of the university (a relatively high response rate of "difficult to say": 28%, negative responses: :rather not", "definitely not": 6%).</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. disseminating equality principles among UO employees, 2. adopting recommendations on gender balance in the UO. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Awareness campaign, training on gender balance issues in universities; training aimed at university employees and doctoral students on dissemination of equality principles (non-discrimination principles); main responsible units- Equality and Gender Equality Team, Office of Human Resources, Equal Treatment Proxy; implementation date: by the end of Q4 2025 and beyond. 2 Development of a Catalogue of good practices for gender balance at the UO: implementation date: main responsible units - Equality and Gender Equality Team, Office of Human Resources, Proxy for Equal Treatment; by the end of Q4 2025 and beyond.

<p>28. Career development (G28)</p>	<p>-/+ = partially implemented</p>	<p>Despite the existence of national legal regulations (the Higher Education and Science Act of 2018) and internal normative acts of the UO on career choice, there is no unit in the university that is responsible (at the university-wide level) for organizing professional training, career counselling or mentoring by experienced scientists (R3 and R4). Scientific institutes and Faculties conduct selected activities in this area. The surveys show that about 55% of academics (86% of the doctoral students surveyed) expressed a positive opinion regarding the introduction of obligations to support personal and professional development (38% of the academics surveyed indicated a "difficult to say" response).</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. development of guidelines to support the choice of career path by academic staff, doctoral students at the UO, 2. training in support of professional development of scientists, doctoral students at the UO by experienced and distinguished researchers: R3+R4 (scientific mentoring activities). 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development of guidelines in support of the choice of the career path of academic teachers, doctoral students at the UO: updating UO normative acts in support of the career path of academic teachers: main units responsible for implementation: Vice-Rector for Science, Rector's Office, UO Academic Council, Office of Human Resources, Directors of Institutes, Doctoral School, Deans of Faculties; implementation date: by the end of Q4 2025 and beyond. 2. Training in support of professional development of scientists at the UO: main units responsible for implementation: Vice-Rector for Science, Rector's Office; implementation date by the end of Q4 2025 and beyond.
<p>29. Value of mobility (G29)</p>	<p>-/+ = partially implemented</p>	<p>The value of geographic mobility is included in the employee evaluation system, although it has relatively little weight in the overall evaluation. In contrast, the value of inter-sectoral, inter-disciplinary or high-tech mobility is not included in the periodic evaluation. Surveys show that about 72% of academics in general (86% of doctoral students surveyed) expressed a positive opinion regarding the UO's appreciation of the value of mobility (23% of teachers surveyed indicated "difficult to say"). The UO's membership in the FORTHEM alliance, a network of European Universities, enforces the improvement of this area, inter alia, by increasing researchers' interest in mobility. At the same</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Reviewing and adjusting/updating the system of employee evaluation of academic teachers at the UO: the main units responsible for implementation- the Vice-Rector for Science, Rector's Office, the Rector's Committee for the evaluation of employees- academic teachers, the Office of Human Resources; implementation date: by the end of Q1 2026. 2. Promotion of national and international mobility activities: main units responsible for implementation- UO FORTHEM Office, Office for Research and Project Management;

		<p>time, the UO's activity in FORTHEM provides favourable conditions for strengthening this area at the UO (improving the availability of various forms of international exchange, including using remote/on-line forms).</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing and updating the periodic employee evaluation system for opportunities to increase the importance of mobility, 2. promotion of domestic and international mobility activities. 	<p>implementation date: by the end of Q3 2025 and beyond).</p>
<p>30. Access to career advice (G30)</p>	<p>-/+ = partially implemented</p>	<p>The UO has established the Academic Career Centre and University Centre for Knowledge Transfer. The latter unit cooperates with the economic and social environment, which makes it possible to cooperate in the implementation of research results in business or to give the professional practice to scientists outside the university and use this experience in research. In 2022, the University of Opole Business Forum was established. The Forum is a platform for information exchange and cooperation and development of new UO projects with companies and business environment institutions in the Opole region</p> <p>The surveys show that about 61% of academics (76% of doctoral students surveyed) expressed a positive opinion regarding the UO's support of researchers in their career development (e.g. through training) (26% of teachers surveyed indicated "difficult to say", and 13% of respondents expressed a negative opinion: "rather not", "definitely not").</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development of guidelines in support of the choice of career path by academic staff at the UO: update of UO normative acts in support of the career path of academic staff: main units responsible for implementation: Vice-Rector for Science, Rector's Office, UO Academic Council, Office of Human Resources, Directors of Institutes, Doctoral School, Deans of Faculties; implementation date: by the end of Q4 2025 and beyond. 2. Training in support of professional development of scientists, doctoral students at the UO: main units responsible for implementation: Vice-Rector for Science, Rector's Office; implementation date by the end of Q4 2025 and beyond.

		<p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. development of guidelines to support the choice of career path by academic staff, doctoral students at the UO, 2. training in support of professional development of scientists, doctoral students at the UO. 	
31. Intellectual property rights (G31)	+/- = almost but not fully implemented	<p><i>Regulations for commercialization and management of copyright, related rights and industrial property rights at the University of Opole</i> were implemented by the Senate Resolution 35/2020-2024.</p> <p>The surveys show that about 73% of academics (90.5% of doctoral students surveyed) expressed a positive opinion regarding the UO's provision of legal protection for ongoing research and results, protection of intellectual property rights, copyrights (24% of teachers surveyed indicated "difficult to say").</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing and adjusting the Regulations on the principles of commercialization and management of copyright, related rights and industrial property rights at the University of Opole, 2. organization of training courses on commercialization, management of copyright, related rights and industrial property rights. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. updating the <i>Regulations for commercialization and management of copyright, related rights and industrial property rights at the University of Opole</i>; main units responsible for implementation: - Vice-Rector for Development and Finance, Vice-Rector for Science, University Centre for Knowledge and Technology Transfer; implementation date: by the end of Q3 2025 and beyond. 2. organization of training courses on commercialization, management of copyright, related rights and industrial property rights (offering at least 1 training course per year for the UO academic community, including researchers as well as doctoral students); the main units responsible for the activity: the Vice-Rector for Development and Finance, the Vice-Rector for Science, the Doctoral School, the University Centre for Knowledge and Technology Transfer; implementation date: by the end of Q3 2025 and beyond.
32. Co-authorship (G32)	++ = fully implemented	<p>At the UO, there are no special regulations on co-authorship. The evaluation of the contribution to the publication is based on the generally applicable/accepted rule, the declarations of individual authors, is related to the ethics of the scientist and the ethics of individual publishers.</p>	No action required.

		<p>The surveys show that about 72% of academics overall (88% of doctoral students surveyed) expressed a positive opinion regarding the positive attitude at the UO toward co-authorship (about 23.5% of teachers surveyed indicated "difficult to say").</p>	
<p>33. Teaching (G33)</p>	<p>-/+ = partially implemented</p>	<p>At the UO, issues related to the teaching load of academic staff are in accordance with national regulations in this regard (the Higher Education and Science Act of 2018). Internal normative acts referring to teaching loads are, among others: UO Statute, Rector's Regulations regarding the size of the basic teaching salary.</p> <p>The surveys show that only about 52% of academic teachers in general (51% of the doctoral students surveyed) gave a positive opinion on teaching at the UO (about 28 teachers surveyed gave a negative assessment in this regard). A particularly small number of positive indications among academic teachers in general (about 40%; 41% of negative indications) was for the answer: "at the UO, teaching duties are adequately compensated".</p> <p>It is reasonable to review: the principles of teacher evaluation in terms of the importance of teaching in this evaluation. Nevertheless, the policy of the authorities of the UO, which is a public university, in this regard is strongly dependent on the national science funding policy. It should be added that the minimum salary of academics is regulated by regulations of the Minister of Science. However, it should be noted that the survey was conducted in the autumn of 2023, and as of January 2024, in accordance with national regulations (Regulation of the Minister of Science dated February 15, 2024), the average salary of a scientist at the UO increased by about 26%. Relatively few positive indications were shown by the variable that "at the UO, teaching duties are adequately taken into account in the employee evaluation system."</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Reviewing and adjusting/updating the system of employee evaluation of academic teachers at the UO: the main units responsible for implementation - the Vice-Rector for Science, the Rector's Committee for evaluation of employees - academic teachers, the Office of Human Resources; implementation date: by the end of Q1 2026.

		<p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. reviewing and adjusting/updating the system of employee evaluation of academic teachers at the UO. 	
<p>34. Complains/ appeals (G34)</p>	<p>-/+ = partially implemented</p>	<p>Complaints and appeals can be made by UO employees to their immediate superiors or directly to the Rector (UO Statute). Issues of suspected harassment or discrimination are handled by an independent Anti-Bullying and Anti-Discrimination Committee. UO employees can report complaints to the university's two trade unions, which mediate conflict situations. However, the UO lacks regulations, policies, procedures for so-called whistleblowers. There is also a lack of a procedure for reporting any contentious issues, conflicts and how to resolve them. This is also confirmed by the results of surveys conducted among academic teachers and doctoral students. Nearly 58% of the surveyed UO academics (71% of doctoral students) positively assessed the functioning of this principle at the UO, i.e. the possibility of submitting complaints/appeals to an independent committee to consider various conflicts.</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. appointment of an Ombudsman for UO employees, 2. to conduct an information campaign among employees on the procedure for reporting and handling complaints, appeals. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Appointment of an Ombudsman for UO employees' rights and development of rules for reporting and handling complaints and requests, as well as conflict resolution procedures: main units responsible for implementation - the Vice-Rector for Science, the Vice-Rector for Development and Finance, Rector's Office, the Office of the Chancellor, the Anti-Bullying and Anti-Discrimination Committee; implementation date: by the end of Q2 2025 and beyond. 2. Carrying out an information campaign among employees about the appointment of the Ombudsman for UO employees, their tasks, procedures for filing complaints and appeals, the path of their consideration and procedures for conflict resolution: the key units responsible for implementation-- the Vice-Rector for Science, the Vice-Rector for Development and Finance, Rector's Office, the Office of the Chancellor, the Anti-Bullying and Anti-Discrimination Committee; implementation date: by the end of Q2 2025 and beyond.
<p>35. Participation in decision-making bodies (G35)</p>	<p>++ = fully implemented</p>	<p>Every employee is guaranteed to have the right to representation in collegiate bodies, committees or teams that exist at the UO. Each group of UO employees has representatives in the UO Senate, where they are elected for a four-year term, academics who are in the R3 and R4 groups are members of the Councils of</p>	<p>No action required.</p>

		Institutes (UO Statute). This is confirmed by the results of a survey of researchers at the University of Opole (UO). Approximately 86% of academic teachers employed in research and teaching positions (83% of total academic teachers), and 95% of doctoral students expressed a positive opinion on this issue.	
Training and Development			
36. Relationship with supervisors (G36)	+/- = almost but not fully implemented	<p>At the UO, there are no formal procedures for contact between early-career researchers and later-career researchers with their supervisors. As part of the Doctoral School, there is an obligation for the research supervisor to contact the doctoral student. Surveys show that about 83% of academics (100% of surveyed doctoral students) expressed a positive opinion regarding organized and regular forms of contact with their research supervisor or other representative of their discipline.</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. development and publication of a catalogue of good practices in superior-subordinate relations, in master-student relations, the role of the academic supervisor. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development of a Catalogue of good practices in the master-student relationship and dissemination through publication and training: the main units responsible for implementation- the Vice-Rector for Science, the Office of Human Resources, the Office for Research and Project Management, the UO Doctoral School; implementation date: by the end of Q2 2026 and beyond.
37. Supervision and managerial duties (G37)	+/- = almost but not fully implemented	<p>The Statute of the UO defines the powers and tasks of managers at the UO. There is also a periodic evaluation of the performance of Institute Directors and Deans (based on an evaluation sheet). The results of the recent evaluation of the activities of Directors and Deans prove that there are deficiencies in management training. The periodic evaluation of scientists is also done taking into account their R1, R2 and R3-R4 stages of their scientific careers. Surveys show that about 81% of academics (95% of doctoral students surveyed) expressed a positive opinion regarding the implementation of the functions of supervisor, mentor, leader, etc. by experienced UO</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development and publication of a Catalogue of good practices in superior-subordinate relations, in master-student relations, the role of the research supervisor: the main units responsible for implementation- the Vice-Rector for Science, the Office of Human Resources, the Office for Research and Project Management, the UO Doctoral School; implementation date: by the end of Q2 2026 and beyond. 2. Training in supervision and management responsibilities: the main units responsible for implementation- the Vice-Rector in for Science,

		<p>scientists in accordance with the highest professional standards.</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. development and publication of a catalogue of good practices in superior-subordinate relations, in master-student relations, the role of the academic supervisor, 2. training in supervision and management responsibilities, 3. developing rules and procedures for the assignment and performance of duties of project managers in the field of financial management. 	<p>Rector's Office, the Office for Research and Project Management, the Office of Human Resources; implementation date: by the end of Q2 2026 and beyond.</p> <p>3. Development of rules and procedures for the assignment and performance of duties of project managers in the field of financial management: the main units responsible for implementation – Vice-Rector for Development and Finance, Vice-Rector for Science, Office for Research and Project Management, Finance Office; implementation date: by the end of Q4 2025.</p>
<p>38. Continuing professional development (G38)</p>	<p>++ = fully implemented</p>	<p>UO scientists are aware of the need for continuous scientific development, expansion of their skills and qualifications, which results, for example, from the current rules, national and internal regulations for promotion. At the UO it is possible to choose the career path by an academic: research, research and teaching, teaching (UO Statute).</p> <p>Surveys show that about 98% of academics (95% of doctoral students surveyed) expressed a positive opinion in terms of seeking opportunities for development, expansion of skills and qualifications.</p>	<p>No action required.</p>
<p>39. Access to research training and continuous development (G39)</p>	<p>-/+ = partially implemented</p>	<p>The surveys show that about 67% of academics (81% of doctoral students surveyed) expressed a positive opinion regarding the UO's provision at each stage of their careers (regardless of their contract) of access to resources for ongoing development of skills and qualifications (21% of academics surveyed indicated "difficult to say", 12% expressed a negative opinion: "rather not" or "definitely not"). Therefore, this area (access to training and opportunities for ongoing professional development), despite the offer of training</p>	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development of a system of training for academics, both in the field of teaching and personal development: the main unit responsible for implementation- the Vice-Rector for Science, the Vice-Rector for Academic and Student Affairs, Rector's Office, the Office of Human Resources, the Office of Education and Quality Assurance; implementation date: by the end of Q1 of 2026 and beyond.

		<p>in improving professional and other skills, needs to be refined.</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. developing a training system for academics. 	
<p>40. Supervision (G40)</p>	<p>-/+ = partially implemented</p>	<p>The survey shows that about 56% of academics in general (76% of doctoral students surveyed) expressed a positive opinion regarding the validity/existence at the UO of procedures for appointing a mentor/person to whom budding scientists can talk about issues related to the performance of their professional duties (36% of the scientists surveyed indicated "difficult to say", 8% expressed a negative opinion: "rather not" or "definitely not"). There are formal procedures at the UO related to the scientific supervision provided by R3-R4 researchers within the UO Doctoral School. However, it is reasonable to strengthen and implement standards for the scientific supervision of experienced R3 and R4 researchers over those at the early stages of their scientific careers (R1).</p> <p>With this in mind, it is necessary to take the following actions:</p> <ol style="list-style-type: none"> 1. development and publication of a catalogue of good practices in superior-subordinate relations, in master-student relations, the role of the academic supervisor. 2. developing an HR Strategy for researchers at the University of Opole. 	<p>Initiatives for the indicated actions:</p> <ol style="list-style-type: none"> 1. Development and publication and dissemination of the Catalogue of good practices in superior-subordinate relations, in master-student relations, the role of the research supervisor: the main unit responsible for implementation- the Vice-Rector for Science, Rector's Office, the Office for Research and Project Management, the Office of Human Resources, the UO Doctoral School; implementation date: Q2 2026 and beyond. 2. Development and dissemination of the HR Strategy for scientists at the University of Opole: the main unit responsible for implementation- the Vice-Rector for Science, Rector's Office, the Office of Human Resources, Directors of Institutes; implementation date: by the end of Q2 2025.