

GAP ANALYSIS – OVERVIEW
VERSION 2.00 DATED 28 JUNE 2022

Case number: 2020PL573903

State University of Information Technology and Entrepreneurship in Łomża

Akademicka 14 18-400 Łomża, tel. +48 86 215 59 50, email: biuro@pwsip.edu.pl, webpage:
www.pwsip.edu.pl/

DATE OF THE CHARTER AND THE CODE APPROVAL: 04.11.2020

Please provide the result of your organization's GAP analysis below. If your organization does not currently fully meet the criteria, please mention whether national or organizational legislation may limit the implementation of the Charter, initiatives that have already been taken to improve the situation, or new proposals that might remedy the current situation.

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

<p>To what extent does your organization comply with the following principles?</p>	<p>Implementation: ++ = fully implemented +/- = almost but not fully implemented - / + = partially implemented - = not sufficiently implemented</p>	<p>In the case of -, - / + or +/-, please indicate the actual "gap" between the rule and current practice in your organization. Where applicable, mention any national / regional laws or organizational regulations that currently hinder implementation</p>	<p>Initiatives taken and / or suggestions for improvement:</p>
<p>Ethical and professional aspects</p>			
<p>1. Research freedom</p>	<p>+/-</p>	<p>The Law on Higher Education of 20.07.2018 is the guarantor of freedom in the field of scientific research in Polish Universities. The ANSŁ respects and obeys these rules, which is reflected in the provisions in Section I §4 point 1 of the ANSŁ Statute, adopted by the Senate Resolution No. 49/20 of 29.10.2020 which states that in its activities the University is guided by the principles of freedom of teaching, research and artistic creation. This freedom is respected both in terms of thought and expression, as well as the choice of topic and research methods. One of the objectives adopted by the Senate Resolution No. 26/2012 of 26.04.2012, of Development Strategy for the ANSŁ for 2012-2020 was the creation of system opportunities for scientific and implementation research in all areas of education, identifying priority areas.</p>	<p>Adoption in 2022 by a resolution of the Senate of the <i>new Development Strategy of ANS in Łomża for the years 2022-2030</i>, which in its assumptions still assumes constant care for high ethical standards in the conducted research activity</p>

		<p>University staff are obliged to respect the ethical framework for scientific research. In order to monitor employees' compliance with ethical principles in research the Senate Committee for Research Ethics at the ANSŁ was approved with the Senate Resolution No. 71/2012 of 12.07.2012 and the Senate Appeal Committee for Research Ethics in the PWSliP was approved with the Senate Resolution No. 87/2015 of 05.11.2015. The committees provide opinions on scientific research projects involving human subjects conducted within the framework of the work carried out by students and staff at the ANSŁ to ensure the compliance of a research project with the principles of research ethics on the basis of the amended Regulations of the operation of the Senate Committee on Ethics of Scientific Research and the Senate Appeal Committee for Ethics of Scientific Research of ANSŁ in Łomża, adopted by the Resolution of the Senate No. 13/2021 of 22.04.2021.</p> <p>Conclusion: No ANS in Łomża Development Strategy for 2022-2030</p>	
2. Ethical principles	+/+	<p>The duty of employees and students of ANSŁ in Łomża, conducting scientific research with the participation of people, is to protect the health, privacy and dignity of the person undergoing research, taking into account in particular age, gender, culture, ethnicity, religion, political views or social origin. If there is any concern that a research project planned for implementation may in any way threaten the safety of a research participant or harm his or her dignity, such a project is</p>	<p>Conducting a series of training sessions for researchers and those participating in the recruitment process in order to get acquainted with the provisions of <i>the European Charter for Researchers and the Code of Conduct for the Recruitment of HRS4R Researchers</i></p>

		<p>referred to the Senate Committee for Ethics of Scientific Research, ANSŁ in Lomza. The Senate Committee on Ethics of Scientific Research of the ANSŁ in Lomza then gives an opinion on such a project in terms of its compliance with the principles of ethics of scientific research, taking into account the ethical criteria as well as the purposefulness and feasibility of the project. The scientist may appeal against the negative decision to the Senate Appeals Committee for Ethics of Scientific Research at the State Higher School of Economics and Business in Lomza. The committees perform their tasks impartially and free from any influence that could affect the objectivity of opinions.</p> <p>The activities of both Committees are based in particular on: the Helsinki Declaration, the Council of Europe Convention on Human Rights and Biomedicine, the Principles of Good Clinical Practice, the Code of Ethics for Researchers, recommendations of the Council of the National Science Center regarding research involving human participation, and other legal regulations.</p> <p>The Code of Ethics for Researchers, amended by the General Assembly of the Polish Academy of Sciences on June 25, 2020, was based on the basic principles of ethics, which are recognized as human dignity, truthfulness, honesty, recognition of the right to freedom of belief and property rights, and the obligation to respect commitments made. The Code sets out criteria for appropriate practices in conducting research and introduces patterns of conduct to be used in situations that raise ethical concerns</p>	
--	--	---	--

		Conclusion: Insufficient knowledge of the European Charter for Researchers and the HRS4R Code of Conduct for the Recruitment of Researchers	
3. Professional responsibility	+/+	<p>According to the ANSŁ Statute, the basic obligations of academic staff include conducting scientific research, undertaking development work and contributing to the development of scientific creativity. Additionally, everyone is fully aware that the research conducted must add significant new value to society, and all forms of plagiarism are prohibited. The University operates a procedure for submitting, archiving and monitoring for plagiarism of theses (introduced by the Rector's Ordinance No. 8/2019) as well as following the rules of the copyright management, related rights, industrial property rights and the principles of commercialization, introduced by the Resolution of the Senate No. 79/2019 of 25/09/2019.</p> <p>The issue of originality and standards of research is supervised by the Senate Committee for Research Ethics which operates on the basis of its own rules (introduced by the Resolution of the Senate No. 13/2021 from 22/04/2021) and regulations for the use of the research infrastructure of the University (introduced by the Resolution of the Senate No. 78/2019 from 25/09/2019). Any irregularities in originality and standards of research are directed to the University Disciplinary Committee for Academic Teachers appointed by the Senate Resolution No. 62/2010 of 18.12.2020.</p>	<p>Conducting a series of training sessions for researchers and those participating in the recruitment process in order to get acquainted with the provisions of <i>the European Charter for Researchers and the Code of Conduct for the Recruitment of HRS4R Researchers</i></p>

		Conclusion: Insufficient knowledge of the European Charter for Researchers and the HRS4R Code of Conduct for the Recruitment of Researchers	
4. Professional approach	-/+	<p>The Rector's Regulation No. 73/2018 of 28.06.2018 established the Department of Science and Projects, as an appropriate organizational faculty to create the conditions which constitute the basis for the research. The main tasks of the Department should be administrative support of research projects, helping the managers of topics in accounting projects, and assistance in the preparation of cost estimates, annexes and agreements. Additionally, the department should provide substantial help in preparing applications for obtaining funds for scientific research projects. It should also foster cooperation in the implementation of projects with project teams as well as inform academic staff about the opportunities to participate in research projects. Moreover, the scope of duties of the Department employees includes the dissemination and collection of information on research activities of the University, preparation of proposals in connection with the evaluation of a parametric unit, preparation for the minister in charge of science proposals for the financing of science, maintenance of a database of research topics and management of patent protection and patent information.</p> <p>By the Rector's Ordinance No. 121/2019 from 28/11/2019, the Regulations of the Research Activity of ANSŁ in Lomza were adopted, which provide detailed guidance on the mechanisms of research funding, the application process for funding and a list of other documents required for the application. By the</p>	<p>Developing and including in the <i>Policy of hiring academic employees</i> a provision regarding the establishment of informal recruitment criterias, e.g. qualifications acquired outside the higher education system, e.g. conducting projects, participation in international projects, obtaining grants for activities</p>

		<p>Rector's Ordinance No. 72/2020 from 02/07/2020, the Procedure for submitting applications for funding research projects was introduced, which is used when academic teachers apply for funding research projects in the field of basic research, applied research, industrial research and development work.</p> <p>Information about the competitions organized by the National Center for Science and the National Centre for Research and Development for the implementation of research projects is on the University website and updated on a regular basis; https://ansl.edu.pl/badania/zrodla-finansowania</p> <p>Conclusion: Lack of provisions in the ANS documents regarding the establishment of informal recruitment criteria, e.g. qualifications obtained outside the higher education system, e.g. project management, participation in international projects, obtaining grants for activity.</p>	
5. Obligations arising from contracts or regulations	-/+	<p>Every employee of the ANSł along with the employment contract signs a statement of having read the organizational regulations and the ANSł Statute. This document is attached to the personal file and creates an obligation to comply with them and, thus, to comply with any other internal regulations issued on its basis. The University employees are acquainted with the internal regulations through the University website where the regulations and procedures for the resolution are contained, e.g. intellectual property rights are published. The support in this area is given by the Department of Science and Projects, whose task among others is the creation of appropriate conditions as a basis for scientific research which includes the</p>	<p>An extension of the Code of Ethics of Scientific Employees signed by academic teachers to read the organizational regulations and the Statute of ANS in łomża, along with a commitment to comply with them.</p> <p>Periodic meetings with researchers to discuss the most important changes in the law</p> <p>Developing information materials for researchers and publishing them on the website on the most important changes in internal and national laws and regulations.</p>

		<p>organization of seminars and training on the practical aspects of managing research projects.</p> <p>Conclusion: Knowledge of national, sectoral and institutional regulations governing the conditions for the organization of training and work, including intellectual property rights.</p>	
6. Responsibility	+/-	<p>The priority directions of research conducted at the University are determined by Vice-Rector for Research and International Cooperation together with Deans. From 01.07.2018, the research activities of ANSŁ in Łomża are coordinated by the Department of Science and Projects under the Vice-Rector and for Research and Cooperation with foreign countries on the basis of the Organizational Regulations introduced by the <i>Regulation of the Rector of PWSiIP No. 73/2018 of 28.06.2018</i>. This department is determined together with the Rector and Vice-Rector for Research and International Cooperation - priority directions of research conducted at the university. It verifies the purposefulness and reliability of spending the funds allocated to research activities. Its tasks also include administrative support for the area of scientific research, keeping a database of research tasks and projects, preparation of studies and reports on the research activities of the University, including the preparation of annual reports on scientific and research activities to the minister responsible for education and science. The department is also responsible for cooperation with external entities ordering scientific research and with other scientific and research units. It</p>	<p>Optimization of the process of inference and use of the research infrastructure at ans in Łomża. Amendment to the <i>Regulations for the use of research infrastructure</i></p>

		<p>also deals with issues related to patent protection and patent information.</p> <p>In order to maintain transparency and be accessible to all rules of conducting research activity, a number of regulations and procedures have been introduced at ANSł in Lomza.</p> <p>Research activities at ANSł in Łomża are regulated by the <i>Regulation of the Rector of PWSłiP in Lomza No. 121/19 of November 28, 2019</i>. Regulations of the research activity of ANSł in Lomża, which in detail defines the rules for conducting research activities by research and teaching staff, rules for conducting research activities in scientific disciplines, the procedure for applying for funding / co-financing of participation in scientific events and publication, as well as the rules for the organization of scientific events.</p> <p>By order of the Rector No. 72/2020 of 02.07.2020, the Procedure for submitting applications for funding research projects was introduced, which is used when academic teachers apply for funding research projects in the field of basic research, applied research, industrial research and development work.</p> <p>In addition, the Regulations for the use of research infrastructure were introduced by the Senate Resolution No. 78/2019 of 2.09.2019. The university provides research infrastructure in the first place to its employees and students, and then to individuals and external entities to conduct scientific research and development works. Supervision over the infrastructure is carried out by heads of organizational units or other persons indicated by heads of units. Access to it is secured against unauthorized persons.</p>	
--	--	---	--

		<p>Rights and obligations of university, employees and students in the field of protection and use of copyrights, related rights and industrial property rights, rules for remunerating authors, rules and procedures for commercialization and rules for using university property used for commercialization, as well as the provision of services in the field of scientific activity regulates Regulations on the management of copyright, related rights, industrial property rights and the principles of commercialization of the results of scientific research and development works at the State University of Information Technology and Entrepreneurship in Lomza are determined by the Resolution of the Senate No. 79/2019 of September 25, 2019. Support in the document workflow related to research activities is provided by the Electronic Document Exchange System introduced by the Rector's Ordinance No. 16/15 of 14.04.2015, through which University employees can apply for funding for scientific publications, participation in scientific conferences or organization of scientific events.</p> <p>Conclusion: Lack of transparency in the procedures governing the use of research infrastructure.</p>	
7. Good research practices	+/-	<p>In order to ensure safe and hygienic working conditions, the Occupational Safety and Health Commission has been established (Rector's Ordinance No. 33/2021), the main tasks of which include reviewing working conditions, periodically assessing the health and safety at work, giving opinions on measures taken by the employer to prevent accidents at work and occupational diseases, formulating conclusions</p>	<p>Conducting training for researchers from Open Access and data management in the research project</p>

		<p>regarding the improvement of working conditions. All university employees undergo compulsory training, the organization and completion of which is the responsibility of the employer on the basis of the provisions of the Labor Code.</p> <p>Before starting work, each newly hired employee undergoes initial training and on-the-job training, and the employee's personal file is accompanied by an initial health and safety training card, a statement on reading the provisions on fire protection at the University along with the obligation to comply with the Fire Safety Instructions and the employee's statement on getting acquainted with the occupational risk.</p> <p>During their employment, employees undergo periodic training required by law. In order to reliably fulfill the obligations imposed on the employer to ensure safe and hygienic working conditions at the university, an OSH specialist is employed.</p> <p>Matters for the protection of personal data are regulated by the Rector's Regulation No. 64/18 on the protection of personal data at ANSŁ in Lomza, obliging all employees to comply with the provisions constituting an appendix to the regulation of the "Personal Data Protection Security Policy" and the "Information System Management Instruction and a list of safeguards". In order to ensure proper supervision and management of personal data files at the University, the Data Protection Inspector and the IT Systems Administrator have been appointed. The IT System Administrator also acts as a person responsible for creating backup copies and recovering data stored in ICT systems.</p>	
--	--	---	--

		<p>Conclusion: Lack of sufficient knowledge of the Open Access concept and skills in creating Data Management Plans in a research project</p>	
8. Propagation, application of results	-/+	<p>In order to promote and disseminate the results of research work carried out by the University's employees, the ANSł Publishing House in Lomza was established. The tasks of the publishing house include handling the publishing process of ANSł in Lomza, in particular textbooks, monographs, scientific journals published by the University and information publications. The publishing house also conducts marketing and promotional activities, distributes University textbooks and publications, including on-site and mail-order sales to libraries, wholesalers, bookstores, individual recipients, and as part of inter-university exchange and exchange with other institutions.</p> <p>Since 2015 the University has published the English-language magazine called "Polish Journal of Applied Sciences". The quarterly is published in the Open Access mode. It publishes the peer-reviewed, original research of the University staff and review articles. The University has rules for managing copyright, related rights, industrial property rights and the rules for commercializing the results of scientific research and development works, which defines the rules and procedures for commercialization of research.</p> <p>Conclusion: Lack of knowledge and understanding of the tools at the disposal of ANS in the context of propagating and commercializing research results</p>	<p>Organization of cyclical meetings at which the possibilities of dissemination and commercialization of research would be discussed, with an indication of the tools available to ANSł</p> <p>Increasing the clarity of content published on the University's website regarding the results of scientific research of employees, in order to facilitate their commercialization.</p>

9. Community involvement	-/+	<p>The ANSŁ cooperates with the business and social sectors in the development of the educational offers of postgraduate studies in accordance with the requirements of the local labor market. A perfect example of good practice in cooperation with the socio-economic sector is the Practitioners Council established by the Faculty of Social Sciences and Humanities. Its aim is to strengthen cooperation between science and business. The Council is an advisory and opinion body for the authorities and academic staff of the Institute and the University. In addition, the University prepares reports and implements plans for the needs of local enterprises and regional authorities.</p> <p>At the University, all kinds of projects are conducted which are aimed at promoting knowledge and research results in the society, such as the Academy of Six-Year-Olds, the Open University, Knowledge Competitions, implementation of projects financed by the European Union, such as "My Passion - My Future".</p> <p>The Academy is Six-Year-Olds is a cyclical event, which takes place within the walls of the ANSŁ. Meetings are held every month, the subject of each of them is prepared by a different Faculty. Students under the guidance of teachers organize interesting activities for the faculty. The Senate Resolution No. 26/2015 established the Open University of the ANSŁ. The purpose of the University is to provide its students with opportunities to develop social and artistic activities and above all an interdisciplinary attitude to knowledge which is built on the solid foundation of humanities. Reconciling the humanities paradigm of vocational training will enable all members of the Open University</p>	<p>Organization of cyclical meetings at which the possibilities of disseminating knowledge would be discussed, through the organization of conferences, seminars or participation in projects implemented by the University</p>
--------------------------	-----	--	---

		<p>- regardless of their age, social status and education - a way out of the closed circle of empirical science and to address the ethos of the University as a place of shaping the worldview and socially responsible attitudes. UO lecturers are outstanding scientists, recognizable in the country and abroad. Through the activities of the Open University, we reach the residents of the city and the region, and we engage in the field of humanistic activity integrating the local intellectual milieu.</p> <p>The faculties regularly undertake activities related to the organization of Knowledge</p> <p>Competitions for young people, one of the aims of which is to popularize knowledge. One of such competitions is the Lomza Mathematics Competition, which has already had its 9th edition. The university also tries to obtain funds from European funds for the implementation of projects aimed at popularizing science. One of such projects is the project entitled "My passion - my future".</p> <p>The main goal of the project was to prevent the exclusion of primary and secondary school students from the Lomza powiat and to create conditions for developing their passion for science and knowledge by organizing classes at ANSŁ.</p> <p>The remaining goals of the project were defined as follows: - popularization of academic knowledge among children and youth from the Lomza powiat; - support in the development of various passions and interests of children and youth;- support in choosing the further educational path; - promoting access to the academic environment for people from rural areas; - strengthening the relationship between the University and the student community; - popularizing the</p>	
--	--	---	--

		<p>achievements of science among the student community-mutual creation of new educational needs and directions of education; - inclusion of children and adolescents in the academic community of ANSŁ.</p> <p>Conclusion: Activities for the popularization of scientific knowledge in the community.</p>	
10. The principle of non-discrimination	+/-	<p>A non-discrimination rule was provided for in Chapter 12 of the current "<i>Work Regulations</i>" of the ANSŁ. Each new employee must read "The Information about Equal Treatment in Employment" when signing an employment contract and confirm this fact by providing his/her signature. In addition, disabled employees are acquainted and sign declarations that they have familiarized themselves with their rights. When appointing members of every type of committee or other collective body, the University if possible tries to secure equal participation of men and women. The University gives equal chances to women by enabling them a smooth transition to work after maternity and/or child-care leave.</p> <p>Conclusion: There is no document specifying the principles of non-discrimination.</p>	<p>Development and implementation of the <i>Gender Equality Policy</i> taking into account the principles of non-discrimination</p> <p>Develop, conduct and report once a year to the Supervisory Committee a survey of the feelings of researchers in the field of gender equality and non-discrimination at the employment stage</p>
11. Employee evaluation systems	+/-	<p>Academic teachers, with the exception of the Rector, are subject to periodic evaluation. Periodic appraisal is performed at least once every four years or at the Rector's request. The Dean of the Faculty makes an assessment in relation to academic teachers employed in a given Faculty, and the Deans - the Rector. The basis for the evaluation of an academic teacher are his achievements in three basic areas of activity - scientific,</p>	<p>Develop rules for transferring employees from the research and didactic position to the didactic one with the University Authorities and interested parties and update the <i>Procedure for the promotion of academic teachers</i></p>

		<p>didactic and organizational. Among other things, the results of the hospitalization are taken into account when assessing the achievements; publications and student opinions. When assessing activity in the field of improving professional qualifications, one takes into account, among others, scientific promotions; participation in research, scientific publications, implementations, projects and expert opinions, participation in scientific conferences, postgraduate studies and training. When assessing the activity in the organizational work of the University, participation in committees and teams, participation in organizing conferences, work in the University's bodies is taken into account, among others. The periodic evaluation is made on the evaluation sheet approved by the Senate by Resolution No. 95/2019 of 28.11. 2019 and introduced by the Rector's Resolution No. 124/2019 of 02.12.2019. The evaluation of an academic teacher employed at the Faculty is presented to him in writing - by the Dean, respectively. Academic teachers may appeal against their assessments to the Rector. The assessed person is informed about the possibility of appeal. The results of the evaluation of an academic teacher and the conclusions resulting from such evaluation have an impact on increasing or lowering the amount of remuneration, promotions, bonuses and distinctions, entrusting managerial positions, and the possibility of terminating the employment relationship with notice. For special scientific or organizational achievements, research and teaching staff are awarded the Rector's awards in accordance with the provisions of the <i>"Regulations on granting awards of the Rector of</i></p>	
--	--	--	--

		<p><i>PWSliP in Lomza to academic teachers"</i> by the Senate by Resolution No. 95/2019 of 28.11. 2019 and introduced by the Rector's Resolution No. 124/2019 of 02.12.2019.</p> <p>Conclusion: There are no clear rules for transferring employees from research and teaching positions to teaching positions</p>	
Recruitment and selection			
12. Recruitment (1 - standards)	+/-	<p>According to <i>the Law on Higher Education</i> and the Statutes of the University, university teacher employment, including an academic position, in a dimension exceeding a part-time job for a definite or indefinite period is conducted by the means of an open competition. A competition for the position of an academic teacher is announced by the Rector at the Dean's request or on his / her own initiative. The employment selection board is appointed by the rector, and it must consist of a minimum of three people. The competition notice must contain at least the place of employment, definition of the work requirements (i.e. the eligibility criteria) for candidates and the way the requirements must be documented, as well as the date of submission of the documents and the date of announcement of the results. The eligibility criteria to be taken into account when hiring academic staff at the University are in particular the candidates' scientific, educational and organizational achievements as well as their professional experience gained while working outside higher education. The criteria are adequately given to the type of positions and with a balanced level</p>	Development and implementation of <i>the Research Labour Policy (OTM-R)</i>

		<p>of detail so as not to discourage candidates. The candidate's ability to determine the University as the basic place of work within the meaning of the Act and the possibility of allocating a candidate for the minimum staff of a field of study are also taken into account. The duty of the chairman of the jury is to present the Rector with information about the progress of the competition and the disposition proposed by the committee in the form of a ranking list of candidates. In case of doubt, the Rector has the right to ask a specialist in the discipline for an opinion on the candidate's scientific, didactic and organizational achievements.</p> <p>Conclusion: There is no document defining standards and effective transparent procedures for hiring research employees</p>	
13. Recruitment (2 - efficient transparent procedures; the Code)	+/-	<p>According to <i>the Law on Higher Education</i> and the Statute of the University, employment of an academic teacher for more than half-time for a definite period longer than 3 months or for an indefinite period takes place after an open competition.</p> <p>The competition is announced by the Rector at the Dean's request or on his own initiative. Information about the competition is posted on the website of the University and Ministry of Science and Higher Education 30 days before the competition and is also available in English. The competition announcement shall at least specify the place of employment, job position, requirements (i.e. qualification criteria) for candidates and the manner of documenting them, form of employment and working time, as well as the date of submission of documents and the date of</p>	<p>Development and implementation of <i>the Research Labour Policy (OTM-R)</i></p> <p>Adoption of <i>the Rules of Procedure</i> of the Selection Boards for the recruitment of academic teachers taking into account the general selection criteria, the need to include representatives of both sexes and experienced practitioners and scientists</p> <p>Preparation of materials on the rules of conducting competitions in order to train candidates for the members of the Competition Committees.</p> <p>Preparation training for members of the Competition Committees regarding the rules of conducting competitions and the rules of</p>

		<p>announcement of its results. The competition committee for the employment of an academic teacher is appointed by the Rector, composed of 3 to 5 people.</p> <p>Conclusion: Lack of a policy of employment of research employees (OTM-R) and the lack of clear procedures defining the rules of operation of competition committees.</p>	<p>work of the Competition Committees in the form of e-learning</p> <p>Conducting a survey among members of the Commission on the usefulness of training content and assessing the level of satisfaction with the acquired content and participation in training</p> <p>Standardization of records, e.g. in the form of a template of job offers for researchers placed on the Euraxess website – taking into account the entry in the "Additional information" section: The University offers opportunities for professional development.</p>
14. Personnel selection (the Code)	+/-	<p>Competition Committees to conduct competitions for the employment of an academic teacher are appointed by the Rector by way of an order composed of three to five people with knowledge and experience adequate to the position offered and, if possible, maintaining an appropriate gender balance. The Competition Committee examines the applications submitted for the competition after reading the submitted documents. Candidates may be additionally interviewed. Then, the Competition Committee presents the opinion to the Rector, in which the candidate is recommended for employment, along with the justification and evaluation of all candidates. If none of the candidates meets the required criteria, they do not submit any recommendations. The final decision on employing a given person is made by the Rector.</p> <p>Conclusion: There are no clear procedures defining the rules of operation of the competition committees</p>	<p><i>Adoption of the Rules of Procedure of the Selection Boards for the recruitment of academic teachers taking into account the general selection criteria, the need to include representatives of both sexes and experienced practitioners and scientists</i></p>

15. Transparency (the Code)	+/-	<p>In accordance with <i>the Law on Higher Education</i> and the Statute of the ANSŁ in Łomża, job candidates are informed about the recruitment process and selection criteria by publishing the content of the advertisement about the offered position on the website of the University and Ministry of Science and Higher Education and in English of the European Commission intended for the publication of job offers for researchers 30 days before the competition. The candidates are informed about the results of the recruitment in the same way.</p> <p>Conclusion: Lack of clear procedures defining the rules of operation of the competition committees and the manner and need for submitting the results of the committees' work.</p>	<p><i>Adoption of the Rules of the Competition Committees</i> for the employment of academic teachers, taking into account, among others, the principles of informing candidates about the results of the competition and the possibility of obtaining the candidate's assessment received in the competition procedure for a given position.</p>
16. Assessment of Merit (the Code)	+/-	<p>In the process of selecting staff, based on the provisions of the Statute of the ANSŁ in Łomża regarding the employment of academic teachers, the comprehensive scope of experience of the candidates is taken into account, including scientific, didactic and organizational achievements of the candidate as well as his professional experience gained in work outside higher education. The criteria for selecting a candidate are defined adequately to the type of position offered and with a balanced degree of detail.</p> <p>An academic teacher may be a person who has qualifications and meets the requirements set out in the University Statute and the Law on Higher Education and Science, and conducts scientific activity or participates in scientific activity, or has appropriate competences allowing for the proper implementation of classes within the study program.</p> <p>Teachers may be employed in teaching or research and teaching positions. In teaching positions, the primary responsibility of an academic teacher is to educate and educate students. In turn, in research and teaching</p>	<p>Development and inclusion in the <i>Policy for the Employment of Researchers (OTM-R)</i> of the provision concerning the establishment of the criterion of practical experience of candidates for teaching positions</p>

		<p>positions, additionally conducting research activities. In the case of already employed employees, who expire a fixed-term contract, the basis for the decision to extend it are the results of the periodic appraisal of an academic teacher obtained in the grading system in accordance with the <i>Regulation of the Rector of the PWSliP in Lomza No. 124/2019 of 02.12.2019 on the introduction of Regulations of awarding the Rector's awards at PWSliP in Lomza to academic teachers, periodical evaluation sheets of an academic teacher employed at PWSliP in Lomza and Regulations of the Rector's awards for employees who are not academic teachers.</i></p> <p>Assessment is made in three basic areas: scientific, didactic and organizational. When assessing didactic achievements, the results of hospitalization and opinions of students, scientific - ,among others, scientific promotions, participation in research works, scientific publications, implementations, projects and expert opinions, participation in scientific conferences, postgraduate studies and training, and organizational ones - among others, participation in committees and problem-solving teams, participation in organizing conferences, working in the University's bodies.</p> <p>Conclusion: There are no provisions in the ANS documents regarding the establishment of the criterion of practical experience of candidates</p>	
17. Variations from the chronological order of the curriculum vitae (the Code)	+/+	<p>In recruitment and selection process the University applies to a widely understood and defined in <i>the Labour Code</i> the principle of equal treatment in recruitment and selection process. According to this principle, candidates and employees are not discriminated against on the ground of a break in his/her professional career. The break of a scientific</p>	n/a

		<p>career for the benefit of gaining practical skills is positively perceived by the university. What is more, it is perceived as the evolution of a career aiming to use science in practice and commercialization of scientific research. For obvious reasons, the University also accepts career breaks in view of a sabbatical, maternity or parental leave.</p> <p>Conclusion: No necessary action.</p>	
18. Recognition of mobility experience (the Code)	+/-	<p>The University has a positive attitude to diversification of experience connected with mobility which is a result of the work in other countries and scientific environment and gaining practical experience by working in different organizations of the public or the state sector. The University acknowledges and appreciates this kind of experience in the selection process and in staff promotion as well.</p> <p>Conclusion: Lack of provisions in ANS documents regarding the recognition of any mobility experience, e.g. stay in another country / region or in a different research environment (public or private sector), or change of discipline or sector as part of initial research training or at a later career stage research, or experience in the field of virtual mobility, as a valuable contribution to the professional development of the researcher.</p>	<p>Develop and include a provision recognising any mobility experience, e.g. stay in another country/region or in another <i>research community (public or private), or change of discipline or sector as part of initial research training or at a later stage of a research career, or experience in the field of virtual mobility, as a valuable contribution to the professional development of the researcher in the Research Labour Policy (OTM-R).</i></p>
19. Recognition of qualifications (the Code)	+/-	<p>Appointed by the Rector's orders, the Faculty Competition Committees assessing job candidates are established in a composition adequate to the position offered, in such a way that it is possible to carefully analyze the qualifications and experience of candidates, including with regard to international mobility. The</p>	<p>Developing and including a provision regarding the establishment of informal recruitment criteria, e.g. qualifications acquired outside the higher education system, e.g. conducting projects, participation in international projects,</p>

		<p>issues of recognition of qualifications in the field of the recognition of academic titles are carried out on the basis of the Regulation of the Minister of Science and Higher Education of 28.09. 2018 on the recognition of academic degrees and degrees in art awarded abroad (Journal of Laws, item 1877).</p> <p>Conclusion: Lack of provisions in the ANS documents regarding the establishment of informal recruitment criteria, e.g. qualifications obtained outside the higher education system, e.g. project management, participation in international projects, obtaining grants for work.</p>	obtaining grants for activities in the <i>Policy of hiring academic employees (OTM-R)</i> .
20. Work experience (the Code)	+/+	<p>Such basic criteria as scientific, academic and organizational achievements and also professional experience which has been gained at work not connected with the higher education system are taken into account while recruiting lecturers at the University. The given criteria are suitable to the position offered and at a balanced level of detail. The requirements concerning employment history are defined on the minimum level which meet the needs of the position offered.</p> <p>Conclusion: No necessary action.</p>	n/a
21. Positions for employees with a doctoral degrees (the Code)	+/+	<p>Pursuant to the Statute in force at the University, a person who has at least a doctoral degree, significant scientific achievements or at least one year of internships in Poland or abroad may be employed as an assistant professor in the group of research and teaching</p>	n/a



		<p>staff (the basis for applying for the position of assistant professor cannot be a scientific achievement submitted for the purpose of awarding the doctoral degree), has at least one year of work experience after obtaining the doctoral degree and didactic experience of not less than 5 years. A person who has at least a doctoral degree, distinguished and recognized in the national or international environment in the represented specialization, may be employed in the position of university professor in the group of research and teaching staff, including: authorship of at least 1 reviewed scientific monograph or a series of scientific publications published in journals from the Ministry of Education and Science list or reviewed materials from international conferences that have a significant impact on the development of the scientific discipline represented by the candidate (the basis for applying for the position of university professor cannot be the achievement of a negative assessment in promotion proceedings, or publications constituting the basis for employment as an assistant professor), participation in the work of research teams implementing projects financed by national or foreign competitions, completing a total of at least three-month research internship in research centers or conducting research or development work in cooperation with universities or scientific institutions (including foreign), active participation in national or international scientific conferences, quoting publications according to the bibliographic database required during the evaluation of the quality of scientific activities, documented organizational achievements, including in the</p>	
--	--	--	--

		<p>organization of scientific activity and documented improvement of professional competences, achievements in the field of training of scientific staff, including supervising or supporting in at least one doctoral process, at least 10 years of research and teaching experience. Employment under the first employment contract, e.g. in the position of an assistant to a person who does not have a doctoral degree, may take place in accordance with the Act of 20.07.2018. The Law on higher education and science (as amended) for an indefinite period or for a period not longer than 4 years, with the possibility of extension for an indefinite period after obtaining a positive assessment. A person with the professional title of master degree, master engineer or equivalent may be employed in the position of an assistant.</p> <p>Conclusion: No necessary action.</p>	
Working conditions and social security			
22. Recognition of the profession	+/+	<p>Employees who have chosen a research career are in a unique situation and given preferential treatment by the University. This is manifested, among other things, by the fact that from the beginning of employment, employees in academic positions have a lower teaching load but at the same time a higher pay and preferential treatment of the increases in wages in relation to the teaching staff. By the Rector's Ordinance No. 32/21, it was adopted on 21/04/2021. <i>The Procedure for</i></p>	n/a

		<p><i>Promotion of Academic Teachers</i>, which precisely defines the requirements and precisely describes the paths of promotion of academic teachers at ANSŁ in Lomza. Scientific activity is also a particular plus for the School Committee of Orders and State Awards in the preparation of applications for grants.</p> <p>Conclusion: No necessary action.</p>	
23. Research environment	+/-	<p>By the Organizational Regulations introduced by the Order of the Rector of PWSliP No. 70/2017 of 29.09.2017, the University may have departments whose task is to organize research work in a given scientific discipline. Currently, there are two departments: the Department of Legal Sciences at the Faculty of Social Sciences and Humanities and the Department of Medical Sciences at the Faculty of Health Sciences. The university tries to provide employees with appropriate facilities to conduct scientific research, including technical and IT infrastructure, as well as the possibility of remote communication and cooperation. In 2012, a complex of buildings was commissioned, with modern laboratories adapted to teaching and research in the field of food technology, automation and robotics. In 2015, the University was awarded subsidies for the maintenance of special research devices, which were intended for the maintenance of the equipment in readiness for research. In 2019 and in 2020, the didactic and research potential of the University as part of the Didactic Excellence Initiative, and in 2021 as part of the Initiative to Support the Striving for Excellence - programs of the Ministry of Education and Science. The Department of Science and Projects organizes specialized training courses for employees in the field of conducting and implementing scientific research, and encourages employees, at the same time providing them with</p>	<p>Enhance cooperation with external actors in the conduct of joint research, including building consortia for joint scientific projects.</p> <p>Amendment to the <i>Regulations on the use of the University's research infrastructure</i> and its implementation in SWD in order to improve the process of requesting and using the infrastructure</p> <p>Creation of a simple procedure specifying the activities that the research and teaching staff should take in order to establish scientific cooperation with an external entity, including in the field of conducting foreign and national scientific internships</p>

		<p>assistance in the preparation of applications for additional funding for research activities. On October 12, 2020, Agreement No. 66 / KZp / 20 was signed with Index Copernicus Sp z o.o. from Warsaw for the period October 2020 - August 2023 for training and consulting services in the field of increasing the University's scientific potential. The services are provided for two groups of employees: research and teaching staff as well as employees administering data on scientific activities. The training concerns legal provisions regulating the assessment of the effects of scientific activity, social impact and the importance of commercialization of research results. Consulting takes place in the area of the possibility of increasing the scientific achievements also for the purposes of the parametric evaluation of the University. Additionally, as part of international cooperation, employees take part in trips organized as part of the ERASMUS + program. The rules of participation are specified in the Resolution of the Senate No. 43/2018 of adopting the rules for the implementation of mobility of students and employees of ANSŁ in Lomza under the ERASMUS + program. Employees willingly use the opportunities offered by the program, both for training purposes and for teaching abroad.</p> <p>In the years 2019-2020, research workers carried out 62 research tasks in various scientific disciplines. From February 5, 2020, ANSŁ in Lomza has been conducting a research project in a consortium with the private company InConTech Sp. z o.o. in Bialystok, "Research works on the support system for pro-ecological activities to improve air purity", project No.: WND-RPPD.01.02.01-20-0153 / 19, project budget: PLN 1,970,100.00. The deadline for the project is March 31, 2022.</p> <p>Conclusion:</p>	
--	--	--	--

		<p>The research infrastructure owned by the University cannot be used for commercial research</p> <p>There are no broad research networks enabling cooperation of researchers from the University's environment with other centres</p>	
24. Working conditions	+/-	<p>In order to ensure good results of scientific research as well as in the light of the need to facilitate achieving a healthy work-life balance for the academic staff, the University, under internal arrangements, has greatly reduced teaching load whilst simultaneously offering higher remuneration and preferential treatment with respect to pay rises given to teaching staff. When courses are planned for academic employees, their current research projects are taken into account, so that they do not collide with teaching classes. Moreover, based on the generally applicable regulations, the University provides sabbatical leaves and shows support when one requests a reduction of employment proportion due to ongoing research work.</p> <p>Conclusion: Lack of procedures and standards for accessibility, e.g. in terms of architectural and digital accessibility.</p>	<p>Creation of procedures and standards of accessibility, also taking into account researchers within the project "PWSliP in Łomża accessible and without barriers"</p> <p>Development and implementation of the <i>Work-Life Balance Program</i>, taking into account activities and instruments related to: flexible organization of working time (including remote work), holiday issues, support in caring for dependent family members (including small children, elderly parents); pro-health activities (taking into account changes in the structure of expenditures from ZFŚS).</p>
25. Stabilization and permanent employment	+/-	<p>Considering the fact that job security may have a significant impact on the quality of research and scientific achievements of employees, the University applies a fast track to permanent employment contracts for academic staff who conduct research. Act of July 20, 2018. - The law on higher education and science introduced new solutions for establishing an employment relationship with university employees, including the principle that the only basis for entering</p>	<p>Introduction to the University's internal files of provisions in the field of employment stability for research and didactic employees promising well in the field of scientific and research works, e.g. shortening the employment of a research and scientific employee for a definite period from the current maximum of 33 months to a maximum of 24 months, after that time - in the case of a positive result of the</p>

		<p>into an employment relationship is an employment contract. It applies to all groups of university employees, regardless of the position held and the degree or title they hold. Another important principle resulting from the aforementioned act is the employment of academic teachers in a way that guarantees greater employment stabilization than before. An academic teacher may be employed for an indefinite period with statutory exceptions, and the durability of his employment relationship will be determined by the result of his periodic appraisal. Therefore, the first employment contract with an academic teacher at a given university may be concluded for an indefinite period or for a specified period of up to 4 years. Considering the above, over 80% of employment contracts of academic teachers employed in the research and teaching group are concluded for an indefinite period.</p> <p>Conclusion: Lack of procedures in the field of employment stability for research and teaching staff with good prospects in the field of research and development</p>	employee's assessment, employment of an employee for an indefinite period
26. Financing and salaries	+/+	<p>At every stage of their professional career, the University supports the development of scientific activities of its employees by co-financing up to 100% of the costs of raising professional qualifications (Principles of co-financing the improvement of qualifications of employees employed at ANSŁ adopted by the Rector's Ordinance No. 2/2018 from 03/01/2018 and No. 25/2021 from 30/04/2021), and also co-finances / finances employees participation in</p>	n/a

		<p>scientific conferences, workshops and training. The University also financially supports research and teaching staff in organizing scientific conferences and seminars (Regulations of the research activity of the ANSŁ in Lomza adopted by the Rector's Ordinance No. 121/2019 from 28/11/2019), as well as during trips under the Erasmus + program (Rules implementing the mobility of students and employees of the ANSŁ in Lomza under the ERASMUS + program), or other international scientific contacts. Possibilities of continuous development of employees are supported and motivated also by the system of rewarding employees for scientific activity (Regulations on granting awards of the Rector of the ANSŁ in Lomza to academic teachers introduced by the Rector's Ordinance No. 124/2019 from 02/12/2019). Bearing in mind that the stability of employment may significantly affect the development of the employees' scientific careers, in practice, the University applies the principle of a fast path to transition to employment contracts for an indefinite period in relation to research and teaching employees conducting research. As a result of such activities, most of the research and teaching staff have an indefinite clause in their employment contracts. The issue of stability of employment in formal terms was regulated by the amendment to the Labor Code recently introduced in 2016, allowing the conclusion of fixed-term employment contracts only up to 33 months.</p> <p>Conclusion: No necessary action.</p>	
--	--	--	--

27. Gender equality	+/-	<p>The principle of non-discrimination has been precisely defined in Appendix 2 to the Work Regulations of the State University of Information Technology and Entrepreneurship in Łomża, introduced by the Rector's Ordinance No. 81/2019 from 13/09/2019 (as amended): "Any discrimination in employment, direct or indirect, in particular on the basis of sex, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, religion, sexual orientation, fixed-term, full-time or part-time employment is not allowed. Each new employee, when signing an employment contract, must read the "Information on equal treatment in employment" and confirm it in writing. When establishing all kinds of committees or other collegiate bodies, the University, as far as possible, tries to ensure equal participation of women and men in their composition. The university also provides equal opportunities for women by enabling them to smoothly return to work after taking maternity and / or parental leave.</p> <p>Conclusion: There is no document Gender Equality Policy.</p>	<p>Development and implementation of the <i>Gender Equality Policy</i> taking into account the principles of non-discrimination</p> <p>Develop, conduct and report once a year to the Supervisory Committee a survey of the feelings of researchers in the field of gender equality and non-discrimination at the employment stage</p>
28. Professional career development	+/-	<p>The procedure for promoting academic teachers employed by ANSŁ in Łomża, adopted by the Rector's Ordinance No. 23/2021 on 29/04/2021. It defines in detail the requirements and precisely describes the promotion paths of academic teachers employed at ANSŁ in Łomża to the positions of: university professor, assistant professor and assistant. The clarity and transparency of the provisions of the above-mentioned</p>	<p>Development and communication of the <i>"ANS in Łomża Researcher's Guide"</i> (electronic/paper version)</p> <p>Development and adoption of a procedure for Talent Management at the school, which applies to both outstanding students and researchers. The slogan promoting the</p>

		<p>Procedure makes it easier for research and teaching staff to plan their professional career. Research and teaching staff, after meeting the requirements set out in the Procedure, may apply for a promotion to a higher position or be promoted at the Dean's request or on the Rector's initiative. Academic teachers may also be promoted to managerial positions in university.</p> <p>In accordance with the Rector's Ordinance No. 2/2018, the <i>Principles of co-financing the improvement of qualifications of employees employed at PWSliP in Łomża</i>, academic teachers employed at the University, as their primary place of work, have the right to apply both for co-financing of the costs of improving professional qualifications in the form of doctoral dissertations, habilitation proceedings, proceedings for the award of an academic title, as well as co-financing of courses, workshops, trainings and seminars, the completion of which may facilitate the development of a professional career.</p> <p>Conclusion: There is no document setting out a career development strategy for researchers at any stage of their career, irrespective of the type of contract signed, including researchers with a fixed-term contract.</p>	<p>project may be "How to become a scientist?" or "We educate for others"</p>
29. The value of mobility	+/-	<p>The university recognizes the value of employee mobility as one of the key aspects of their professional career development and the opportunity to exchange knowledge and experience in the international scientific environment. This goal will be achieved, among others, by increasing the mobility of university staff under the Erasmus + program, by promoting teaching and training trips, and recognizing these activities in the career path,</p>	<p>Development and communication of the "ANS in Łomża Researcher's Guide" (electronic/paper version) that recognises the value of geographic, cross-sectoral, inter- and trans-disciplinary and virtual mobility as well as between the public and private sectors as an important way to enhance scientific knowledge and support</p>

		<p>participation in international projects such as summer schools, study visits and courses intensive, developing new forms of cooperation through mobility and cross-border exchange.</p> <p>The key area of the University's activity is foreign cooperation (under the Erasmus + program) with European Union countries, and the development of cooperation with Belarus, Ukraine, Georgia, Albania, Kyrgyzstan and Japan. As part of this cooperation, the University has signed a number of bilateral agreements on cooperation in the field of, inter alia, mobility of employees and students. The list of signed international agreements is available on the University's website: https://ansl.edu.pl/dwz/dla-pracownikow https://ansl.edu.pl/en/index.php/cooperation/news-international-cooperation</p> <p>ANŚŁ, regardless of the contracts concluded under the Erasmus + exchange, has signed international agreements, the so-called memoranda of cooperation with universities / international entities in Great Britain, Germany, Portugal, Slovakia, Belarus, Taiwan, Mexico, the Czech Republic, Georgia, Ukraine. The list of signed contracts is available on the website: https://ansl.edu.pl/en/index.php/cooperation/partners, https://ansl.edu.pl/dwz/erasmus/uczelnie-partnerskie-ka-103, https://ansl.edu.pl/dwz/erasmus/uczelnie-partnerskie-ka-107</p> <p>Conclusion: Lack of provisions in the ANS documents which recognize the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility, as well as mobility between the public and private sectors as an important way of expanding scientific knowledge and</p>	<p>researchers' career development at every stage of their careers</p>
--	--	---	--

		supporting the professional development of scientists at every stage of their career	
30. Access to career counselling	-/+	<p>At ANSŁ in Łomża, as part of the Organizational Regulations introduced by the Regulation of the Rector of ANSŁ No. 73/2018 of 28.06.2018, as amended, a Career Office was established, under which an entrepreneurship advisor and a career advisor are operating. The Career Office deals with professional promotion and activation of students and graduates of ANSŁ in Łomża, as well as research on the fate of graduates.</p> <p>Conclusion: There is no organizational unit at the school that would allow for consultation with an employee in relation to the development of the employee's career path</p>	Extending the activities of the Career Office with consultations in the field of entrepreneurship and career counselling for all employees of ANS in Łomża, including research workers
31. Intellectual Property Rights	+/-	<p>The ANSŁ in order to protect the interests of creators of intellectual property as well as those of the University has established, under Senate Resolution No. 79/2019 of 25.09.2019 (as am.), the rules for the management of copyright, related rights, industrial property rights and the commercialization of the results of research and development in force at the ANSŁ. The University provides due legal protection for intellectual property under the applicable legislation. The University supports the development of creative and inventive work, in particular by providing assistance in the field of intellectual property protection and use of the infrastructure and technical base of the University with the support and under the terms of the University. Compliance with the provisions of the Rules of</p>	Expansion of the activities of the Career Office with consultations in the field of entrepreneurship and vocational counselling for all employees of ANSŁ in Łomża, including researchers

		<p>management of copyright, related rights, industrial property rights and the commercialization of the results of research and development at the ANSŁ is the responsibility of employees of the University.</p> <p>Conclusion: There are no provisions in the ANS documents which recognize that scientists at every stage of their career should benefit from the use (if any) of their research and development results through legal protection and, in particular, through appropriate protection of intellectual property rights, including copyright.</p>	
32. Co-authorship	+/-	<p>The <i>"Sheet of periodic assessment of university teachers employed in the PWSIIP on academic positions"</i> which was approved by the Senate Resolution No. 124/2019 of 02.12.2019 (as am.) takes into account the allocation of points for co-authorship of publications, participation in the implementation of grants, participation in the preparation of the proposal for the launch of a new field of study, a new specialty, postgraduate program or courses that prepare a new teaching position. The University authorities positively foster and in no way restrict the right of employees to publish and to be mentioned in a list and/or to be quoted in the context of the actual contribution they make as co-authors of papers, patents, etc., regardless of their tutors.</p> <p>Conclusion: There are no provisions in the ANS documents regarding the need to appreciate co-authorship in the evaluation of scientific staff, as it proves a constructive approach to conducting scientific research.</p>	Development e-learning training for young scientists in the field of intellectual property rights protection, including copyrights.

33. Teaching	-/+	<p>Taking into account the fact that teaching is an important element of the scientific development of scientists, but at the same time it cannot overburden them, in the Work Regulations of ANSŁ in Lomza of 13.09.2019. (as amended), for employees working in research and teaching positions, significantly lower dimensions of the teaching load compared to staff employed in teaching positions, with particular emphasis on young workers. For example, the working capacity of an assistant employed in a research and teaching position is 240 h, and an assistant in a teaching position is 360 h. In the case of professors it is respectively 180 and 300 hours, for university professors 210 and 300 hours, respectively, and in the case of assistant professors in relation to teachers it is 240 and 360 hours, and 300/360 hours for lecturers, respectively. Moreover, in the case of research and teaching staff, the amount of their monthly salaries is usually higher and they are given preferential treatment for salary increases. The system of evaluation of research and teaching staff operating at the University covers three areas of their activity - scientific, didactic and organizational. The evaluation of didactic work takes into account, inter alia, results of student surveys and class visits.</p> <p>Conclusion: Lack of clear rules for transferring employees from research and teaching positions to teaching positions, which introduces disinformation among employees and is a demotivating factor at work</p>	Development and communication of the "ANS in Łomża Researcher's Guide" (electronic/paper version), which will include a record of the need to appreciate co-authorship when assessing the scientific staff, as it is a proof of a constructive approach to conducting scientific research.
34. Complaints / appeals	+ / +	ANSŁ in Lomza does not accept mobbing or any other forms of psychological violence. The university is obliged to prevent mobbing in the workplace and obliges employees not to take actions that may have the hallmarks of mobbing, as well as to counteract	n/a

		<p>mobbing by other people. These activities have been regulated by the Order of the Rector of the PWSliP in Lomza No. 14/15 of 20.03.2015 on the anti-mobbing policy at the ANSł in Lomza. The submitted complaints are examined by the Anti-mobbing Commission.</p> <p>The functions of impartial ombudsmen, whose role is to consider complaints and applications in the field of research ethics carried out by scientists, are performed at ANSł in Lomza, appointed by the Senate, acting on the basis of the regulations of the Senate Committee of Appeals for Ethics of Scientific Research.</p> <p>Each academic teacher has the right to lodge an appeal against employee appraisal to the Appeal Evaluation Committee for the appraisal of academic teachers established by <i>the Regulation of the Rector of the PWSliP in Lomza No. 13/19 of 11.02.2019</i>.</p> <p>In addition, on generally applicable principles, each employee may submit a complaint or request to the head of the unit, i.e. the Rector of the ANSł in Lomza. Moreover, academic teachers are members of, among others, University Council for Quality of Education, Senate Committee for Ethics of Scientific Research, Senate Appeal Committee for Scientific Research, Appeal Evaluation Committee for Academic Teachers at ANSł in Lomza. Thus, teachers have a real influence on decisions made at the University in many aspects of its activities.</p> <p>Conclusion: No necessary action.</p>	
--	--	---	--

35. Participation in decision-making bodies	+/+	<p>In accordance with the Statute of the ANSł in Lomza, the university's collegiate body is the Senate. The Senate is composed of academic teachers, where the representatives of academic teachers holding at least a doctoral degree represent not less than 50% of the composition of the Senate, and the representatives of academic teachers without a doctoral degree and the representatives of employees who are not academic teachers shall constitute not less than 25% of the composition of the Senate.</p> <p>Conclusion: No necessary action.</p>	n/a
Training and development			
36. Relationship with the research supervisor	-/-	<p>In accordance with the internal regulations functioning at the University, the Deans of the Faculties are responsible for inspiring the research and teaching development of their subordinate employees, who, if necessary, can appoint tutors for specializations, laboratories, teaching teams and research clubs.</p> <p>The activities of the Deans of the Faculties in building constructive and positive relations with beginning academics are supported by the Vice-Rector for Research and International Cooperation and the Department of Science and Projects subordinate to it as an organizational unit competent to create appropriate conditions for conducting scientific research, selecting staff in project teams and coordinating the course of scientific promotions.</p> <p>The system of periodic appraisal of academic teachers functioning at the university and awarding awards to</p>	Introduction and implementation of detailed guidelines, in the scope of: the procedure for appointing a caregiver, taking into account appropriate criteria for his/her selection, duties resulting from the performance of the function of a caregiver, work/cooperation plan, schedule of meetings, care, assistance and monitoring the work progress of a young researcher/employee.

		<p>academic teachers adopted by the Resolution of the Senate No. 95/2019 of 28.11. 2019 (as amended) supports building positive relationships in which the supervisor acts as a guardian, mentor and advisor in order to ensure career development and achieve the intended goals of a given unit.</p> <p>Conclusion: There are no specific regulations regarding the cooperation between a young scientist and a supervisor</p>	
37. Supervision and management responsibilities	-/+	<p>In accordance with the internal regulations functioning at the University, the Deans of the Faculties and Heads of Departments are responsible for inspiring the scientific and didactic development of their subordinate employees, who, if necessary, may appoint coordinators of specializations, workrooms, didactic teams, and scientific societies. The actions of the Deans of Faculties in building constructive and positive relationships with the early-stage researchers are supported by the Vice-rector for Science and International Cooperation and her subordinate Department of Science and Projects. They also form appropriate organizational units to create the opportune conditions for conducting research select the personnel in the project teams, and coordinate the process of scientific advancement.</p> <p>The University system of periodic assessment of university teachers adopted by the Senate Resolution and the current Rules and Regulations of granting the ANSŁ Rector awards to university teachers approved by the Senate Resolution No. 124/2019 of 02.12.2019</p>	<p>Periodic meetings with employees aimed at motivating young workers to scientific development, indicating the possibilities of the development path and helping to define research topics for the young researcher.</p>

		<p>support building positive relationships, in which the superior acts as a tutor, mentor, and advisor to ensure career development and the achievement of the objectives of the unit.</p> <p>Conclusion: There are no specific regulations regarding the cooperation between a young scientist and a supervisor.</p>	
38. Continuation of professional development	+/-	<p>Employees who have decided to pursue a scientific career are treated by the University in a unique and preferential manner. It is manifested, inter alia, by the fact that from the beginning of employment, employees in research and teaching positions have much lower teaching obligation, at the same time, higher salaries and preferential treatment in the case of salary increases in relation to teaching staff. By the Rector's Ordinance No. 32/21, it was adopted on 21/04/2021. <i>The Procedure for Promotion of Academic Teachers</i>, which precisely defines the requirements and precisely describes the paths of promotion of academic teachers at ANSŁ in Lomza. Scientific activity is also particularly rewarded by the university's Commissions for state orders and decorations when drawing up applications for their award.</p> <p>Conclusion: No compendium of knowledge for a researcher taking into account, among others, conditions for professional development.</p> <p>There is no document that would constitute a set of principles and goals for the professional development of a researcher.</p>	Development and communication of the "ANS in Łomża Researcher's Guide" (electronic/paper version)

39. Access to scientific training	+/-	<p>The University provides employees at every stage of their career with an opportunity for professional development. The Regulation No. 2/2018 of 03.01.2018, as amended, defines the rules for co-financing the professional qualifications of the employees of the ANSł in Lomza. Academic teachers employed at ANSł in Lomza as their primary workplace and employees who are not academic teachers have the right to apply for co-financing of the costs of raising professional qualifications in the form of courses, workshops, trainings and seminars, conferences, postgraduate studies, doctoral studies, doctoral studies, habilitation proceedings and proceedings for awarding an academic title.</p> <p>As part of the projects implemented by ANSł in Lomza, training is organized for teaching and research staff and teaching staff in the field of projects related to conducting scientific research, among others training sessions took place in 2021 "Project management Prince 2 Foundation", "Public procurement law and the principle of competitiveness in EU projects". The Department of Science and Projects provides support in the field of obtaining and accounting for funds for research and development activities.</p> <p>Conclusion: There is no document that would constitute a set of principles and goals for the professional development of a research employee.</p>	Development and communication of the "ANS in Łomża Researcher's Guide" (electronic/paper version)
40. Scientific supervision	-/-	In accordance with the internal regulations of the University, the Deans of the Departments are responsible for inspiring the research and teaching development of their subordinate employees, who, if	Introduction and implementation of detailed guidelines, in the scope of: the <i>procedure for appointing a caregiver, taking into account appropriate criteria for his/her selection, duties resulting from the performance of the</i>

		<p>necessary, can appoint tutors for specializations, laboratories, teaching teams and research clubs. The activities of the Deans of the Faculties in building constructive and positive relationships with novice researchers are supported by the Vice-Rector for Research and International Cooperation and the Department of Science and Projects subordinate to them, which facilitates the creation of appropriate conditions for conducting research and the selection of personnel in project teams and makes it possible to coordinate the course of scientific promotions.</p> <p>The system of periodic appraisal of academic teachers and awarding awards to academic teachers functioning at the University, adopted by the Resolution of the Senate from 28/11/2019 (as amended) supports building positive relationships in which the supervisor acts as a guardian, mentor and advisor in order to ensure professional career development and achieve the intended goals of a given unit.</p> <p>Conclusion: There are no specific regulations regarding the cooperation between a young scientist and a supervisor.</p>	<p><i>function of a caregiver, work/cooperation plan, schedule of meetings, care, assistance and monitoring the work progress of a young researcher/employee.</i></p>
--	--	--	---