

## GAP ANALYSIS – OVERVIEW

**Case number:** 2020PL573903

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**DATE ENDORSEMENT CHARTER AND CODE: 04.11.2020**

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

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

<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation:          ++ = <b>fully</b> implemented          +/- = <b>almost but not fully</b> implemented          -/+ = <b>partially</b> implemented          -- = <b>insufficiently</b> implemented</p>	<p>In case of --, -/+, or +/-, please <b>indicate the actual "gap"</b> between the principle and the current practice in your organisation.          If relevant, list any national/regional legislation or organisational regulation currently impeding implementation</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
<p><b>Ethical and Professional Aspects</b></p>			
<p>1. Research freedom</p>	<p>+/-</p>	<p>Lack of the Strategy of the PWSliP in Łomża for the years 2021-2030</p>	<p>The adoption in 2021 by the Resolution of the Senate of the new Development Strategy of the PWSliP in Łomża for the years 2021-2030, which in its assumptions still assumes constant care for high ethical standards in conducted research activities,</p>
<p>2. Ethical principles</p>	<p>+/+</p>	<p>n/a</p>	<p>n/a</p>
<p>3. Professional responsibility</p>	<p>+/-</p>	<p>The knowledge of The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.</p>	<p>Conducting a series of trainings for research workers to familiarize themselves with the records of <i>The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers</i>.</p>
<p>4. Professional attitude</p>	<p>+/+</p>	<p>n/a</p>	<p>n/a</p>

5. Contractual and legal obligations	+/-	The knowledge of national, sectoral and institutional regulations governing the conditions for the organization of training and work, including intellectual property rights	1.The extension with the Code of Ethics for Research Workers, signed by academic teachers, of the declaration on reading the organizational regulations and the Statute of the PWSliP in Łomża, together with a commitment to comply with them. 2.Regular meetings with employees conducting research activities in order to discuss the most important changes in the law 3.The development of information materials and publication of them on the website regarding the most important changes in internal and national regulations and legal acts
6. Accountability	+/-	The lack of transparency in the procedures governing the use of research infrastructure	The optimisation of the application process and the use of research infrastructure at PWSliP in Łomża. The amendment of the Regulations on the use of research infrastructure
7. Good practice in research	+/+	n/a	n/a
8. Dissemination, exploitation of results	+/-	The lack of knowledge and understanding of the tools at the disposal of PWSliP in the context of disseminating and commercializing research results	1.The organization of regular meetings at which the possibilities of disseminating and commercializing research would be discussed, with an indication of the tools available to PWSliP 2.Increasing the clarity of the content of the research results of employees published on the University website in order to facilitate their commercialization.
9. Public engagement	+/-	Activities to popularize scientific knowledge in the society	The organization of regular meetings at which the possibilities of disseminating knowledge would be discussed by organizing Conferences, Seminars or

			participation in projects implemented by the University
10. Non discrimination	+/+	n/a	n/a
11. Evaluation/ appraisal systems	+/+	n/a	n/a
<b>Recruitment and Selection</b>			
12. Recruitment	+/+	n/a	n/a
13. Recruitment (Code)	+/-	The lack of clear procedures defining the rules of the operation of the competition committees	The adoption of the Regulations of the Competition Committees for the employment of academic teachers, taking into account, among others, general recruitment criteria
14. Selection (Code)	+/+	n/a	n/a
15. Transparency (Code)	+/-	The lack of clear procedures defining the rules of the operation of the competition committees and the manner and need for submitting the results of the commission's work.	The adoption of the Regulations of the Competition Committees for the employment of academic teachers, taking into account, among others, the rules of informing candidates about the results of the competition and the possibility of obtaining the candidate's evaluation obtained in the competition procedure for a given position.
16. Judging merit (Code)	+/+	n/a	n/a

17. Variations in the chronological order of CVs (Code)	+/+	n/a	n/a
18. Recognition of mobility experience (Code)	+/+	n/a	n/a
19. Recognition of qualifications (Code)	+/+	n/a	n/a
20. Seniority (Code)	+/+	n/a	n/a
21. Postdoctoral appointments (Code)	+/+	n/a	n/a
<b>Working Conditions and Social Security</b>			
22. Recognition of the profession	+/+	n/a	n/a
23. Research environment	+/-	1. The research infrastructure owned by the University cannot be used for commercial research 2.The lack of extensive research networks enabling cooperation of researchers from the University's environment with other centers	Extending cooperation with external entities in the field of joint research, including building consortia for undertaking joint research projects.
24. Working conditions	+/+	n/a	n/a

25. Stability and permanence of employment	+/-	The lack of procedures in the field of employment stability for research and teaching staff with good prospects in the field of research and development	The introduction to the internal acts of the University records in the field of employment stability for research and teaching staff with good prospects in the field of scientific and research work.
26. Funding and salaries	+/+	n/a	n/a
27. Gender balance	+/+	n/a	n/a
28. Career development	+/+	n/a	n/a
29. Value of mobility	+/+	n/a	n/a
30. Access to career advice	+/-	The lack of an organizational unit at the university that would allow for consultations with the employee in connection with the development of his/her career path	Extending the activities of the Career Office with consultations in the field of entrepreneurship and career counseling for all employees of PWSiP in Łomża
31. Intellectual Property Rights	+/+	n/a	n/a
32. Co-authorship	+/+	n/a	n/a
33. Teaching	+/+	n/a	n/a
34. Complains/ appeals	+/+	n/a	n/a

35. Participation in decision-making bodies	+/+	n/a	n/a
<b>Training and Development</b>			
36. Relation with supervisors	+/-	There are no specific regulations regarding the cooperation of a young scientist with a supervisor	Introduction and implementation of detailed guidelines in the field of: the procedure of appointing a tutor, taking into account the appropriate criteria for his selection, obligations resulting from the role of a tutor, work / cooperation plan, meeting schedule, care, assistance and monitoring of the work progress of a young scientist / employee
37. Supervision and managerial duties	+/-	There are no specific regulations regarding the cooperation of a young scientist with a supervisor	Regular meetings with employees aimed at motivating young employees to scientific development, indicating opportunities for a development path and helping a young scientist to define research topics.
38. Continuing Professional Development	+/+	n/a	n/a
39. Access to research training and continuous development	+/+	n/a	n/a
40. Supervision	+/-	There are no specific regulations regarding the cooperation of a young scientist with a supervisor	Introduction and implementation of detailed guidelines in the field of: the procedure of appointing a tutor, taking into account the appropriate criteria for his selection, obligations resulting from the role of a tutor, work / cooperation plan, meeting schedule, care,

			assistance and monitoring of the work progress of a young scientist / employee
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