

## TEMPLATE 2 – GAP ANALYSIS – OVERVIEW

Case number: 2019PL371319

Name Organisation under review: Uniwersytet Ekonomiczny w Krakowie / Cracow University of Economics

Organisation's contact details: ul. Rakowicka 27, 31-510 Kraków / 27 Rakowicka Street, Cracow 31-510 Poland

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### **GAP ANALYSIS**

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

<b>European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview</b>			
Status: to what extent does this organisation meet the following principles?	<b>++ = fully implemented</b> <b>+/- = almost but not fully implemented</b> <b>-/+ = partially implemented</b> <b>-- = insufficiently implemented</b>	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
<b>Ethical and Professional Aspects</b> <b>Aspekty etyczne i zawodowe</b>			
1. Research freedom	++	No gap	None
2. Ethical principles	++	No gap	None
3. Professional responsibility	++	No gap	None
4. Professional attitude	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018.	Regulation of the Rector of the Cracow University of Economics No. R-0201- 4/2017 of 18 January 2017 on the implementation of the international mobility strategy of CUE employees and students
5. Contractual and legal obligations	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018.	Resolution of CUE Senate No. 30/2009 of 14 September 2009 on the conditions of and procedure for sending CUE employees, doctoral students and students abroad for scientific and teaching purposes;  Regulation of CUE Rector No. R-0201-10/2018 of 11 April on the principles governing the sending of CUE employees and persons working on civil law

			contracts abroad and the principles governing foreign business trips;
6. Accountability	+/-	No spending and spending audit procedure or procedure for the flow of financial and accounting documents relating to scientific projects.	None
7. Good practice in research	++	No gap	None
8. Dissemination, exploitation of results	+/-	No dissemination of knowledge of R&D project management, intellectual property rights, raising external financing of research projects	None
9. Public engagement	+/-	No dissemination and promotion of the results of CUE employees' R&D; no dissemination of social responsibility initiatives pursued by CUE.	None
10. Non discrimination	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018 and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Rector's Regulation No. R-201-17/2018 of 7 May 2018 on the Organisational Regulations of the Cracow University of Economics;  Rector's Regulation No. R-0201-24/2013 of 19 June 2013 – Work Rules and Regulations of the Cracow University of Economics, as amended (uniform version);
11. Evaluation/ appraisal systems	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018 and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Rector's Regulation No. R-0201-9/2018 of 24 April 2018 on the periodic appraisal of university teachers.
<b>Recruitment and Selection</b>			

12. Recruitment	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
13. Recruitment (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
14. Selection (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
15. Transparency (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
16. Judging merit (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
17. Variations in the chronological regulation of CVs (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
18. Recognition of mobility experience (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
19. Recognition of qualifications (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11

		Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
20. Seniority (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
21. Postdoctoral appointments (Code)	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).
<b>Working Conditions and Social Security</b>			
22. Recognition of the profession	+/-	There are no uniform internal regulations regarding the recognition of professions and the recognition of diplomas confirming completion of studies abroad or the recognition of degrees conferred abroad.	None
23. Research environment	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018.	Rector's Regulation No. R-201-17/2018 of 7 May 2018 on the Organisational Regulations of the Cracow University of Economics;  Rector's Regulation No. R-0201-24/2013 of 19 June 2013 – Work Rules and Regulations of the Cracow University of Economics, as amended (uniform version);  Senate Resolution No. 29/2015 of 13 April 2013 on the introduction of regulations governing the use of the Cracow University of Economics' research infrastructure;  Regulation of the Rector of the Cracow University of Economics No. R-0201-14/2013 of 27 May 2013

			<p>on the principles of reducing the number of classes taught;</p> <p>Rector's Regulation No. R-0201-14/2015 of 30 March 2015 on the principles of establishing intra-faculty and interfaculty project teams and centres.</p>
24. Working conditions	+/-	<p>Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018 and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.</p>	<p>Rector's Regulation No. R-0201-9/2018 of 24 April 2018 on the periodic appraisal of university teachers;</p> <p>Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended);</p> <p>Rector's Regulation No. R-201-17/2018 of 7 May 2018 on the Organisational Regulations of the Cracow University of Economics;</p> <p>Rector's Regulation No. R-0201-24/2013 of 19 June 2013 – Work Rules and Regulations of the Cracow University of Economics, as amended (uniform version);</p> <p>Senate Resolution No. 29/2015 of 13 April 2013 on the introduction of regulations governing the use of the Cracow University of Economics' research infrastructure;</p> <p>Regulation of the Rector of the Cracow University of Economics No. R-0201-14/2013 of 27 May 2013 on the principles of reducing the number of classes taught;</p> <p>Rector's Regulation No. R-0201-14/2015 of 30 March 2015 on the principles of establishing intra-</p>

			faculty and interfaculty project teams and centres.
25. Stability and permanence of employment	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018.	Rector's Regulation No. R-0201-24/2013 of 19 June 2013 – Work Rules and Regulations of the Cracow University of Economics, as amended (uniform version);  Rector's Regulation No. R-201-40/2010 of 5 July 2010 on the principles of employing professors emeritus;  Rector's Regulation No. R-201-37/2017 of 11 September 2017 on the principles of employing and promoting employees of the Cracow University of Economics (as amended – Rector's Regulation No. 50/2017 of 20 December 2017).
26. Funding and salaries	-/+	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018.	Ministerial decree of 2 December 2016 regarding the terms and conditions of remuneration for performance of work and awarding other work related benefits to employees of public universities (Journal of Laws of 2016, item 2063).
27. Gender balance	-/+	Inadequate consideration of gender balance at individual levels of CUE management in the composition of committees and other University bodies;  Different levels of remuneration for researchers holding the same positions.	Rector's Regulation No. R-0201-24/2013 of 19 June 2013 – Work Rules and Regulations of the Cracow University of Economics, as amended (uniform version).
28. Career development	+/-	Career paths for researchers have not been developed.	None
29. Value of mobility	-/+	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018.	Regulation of CUE Rector No. R-0201-10/2018 of 11 April on the principles governing the sending of CUE employees and persons working on civil law

			<p>contracts abroad and the principles governing foreign business trips;</p> <p>Regulation of the Rector of the Cracow University of Economics No. R-0201- 4/2017 of 18 January 2017 on the implementation of the International Mobility Strategy of CUE employees and students;</p> <p>Resolution of CUE Senate No. 30/2009 of 14 September 2009 on the conditions of and procedure for sending CUE employees, doctoral students and students abroad for scientific and teaching purposes;</p> <p>Regulation of the Rector of the Cracow University of Economics No. R-0121-67/2008 of 15 October 2008 on the establishment of University's committees for foreign trips.</p>
30. Access to career advice	+/-	There is no organisational unit responsible for career advice for researchers.	None
31. Intellectual Property Rights	-/+	There are no provisions regarding indirect commercialisation and commercialisation of copyrights.	Annex to Senate Resolution No. 11/2015 of 9 March 2015 titled: Regulations governing the Management of Intellectual and Industrial Property and Principles of Commercialisation at the Cracow University of Economics.
32. Co-authorship	++	No gap	None
33. Teaching	+/-	Inadequate supervision of aspiring researchers by experienced CUE researchers.	None
34. Complains/ appeals	++	No gap	None
35. Participation in decision-	+/-	Current CUE regulations do not comply with	Rector's Regulation No. R-201-17/2018 of 7 May

making bodies		<p>the provisions of the Law on Higher Education and Science of 20 July 2018 and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;</p> <p>Inadequate consideration of gender equality at the individual levels of CUE management in the composition of committees and other University bodies.</p> <p>Different levels of pay for researchers holding the same positions.</p>	<p>2018 on the Organisational Regulations of the Cracow University of Economics;</p> <p>Rector's Regulation No. R-0201-24/2013 of 19 June 2013 – Work Rules and Regulations of the Cracow University of Economics, as amended (uniform version).</p>
<b>Training and Development</b>			
36. Relation with supervisors	+/-	Inadequate supervision of aspiring researchers by experienced CUE researchers.	None
37. Supervision and managerial duties	++	No gap	None
38. Continuing Professional Development	+/-	Current CUE regulations do not comply with the provisions of the Law on Higher Education and Science of 20 July 2018 in respect of employee mobility.	<p>Regulation of the Rector of the Cracow University of Economics No. R-0201- 4/2017 of 18 January 2017 on the implementation of the International Mobility Strategy of CUE employees and students;</p> <p>Regulation of CUE Rector No. R-0201-10/2018 of 11 April on the principles governing the sending of CUE employees and persons working on civil law contracts abroad and the principles governing foreign business trips.</p>
39. Access to research training and continuous development	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended).

40. Supervision	+/-	CUE's recruitment practice does not fully take into account the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.	Regulation of the Rector of the Cracow University of Economics No. R-0201-37/2017 of 11 September 2017 on the principles of recruitment and promotion of CUE employees (as amended)
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