**GAP ANALYSIS**

Case number: **2023PL83799**

Name of organisation: Jerzy Kukuczka Academy of Physical Education in Katowice

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DATE OF SUBMISSION: 29.03.2024r.

Implementation (++, +/- , -/+, --):

- ++ fully implemented

- +/- almost, but not fully implemented

-/+ partly implemented

- insufficiently implemented

GAP: for --, -/+ or +/-, indicate the actual 'gap' between the principle and current practice in the organisation.

Obstacles to implementation: If applicable, list any national/regional legislation or organisational regulations that currently hinder the implementation of the principle.

Initiatives taken/new proposals: If applicable, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

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| **European Charter for Researchers and Code of Conduct for the Recruitment of Researchers:**  **a summary of the results of the analysis carried out** | | | |
| Principle and its descriptor, broader description and explanation of the principles in a separate document | Implementation  Status: to what extent does the organisation comply with the following principles?  ++ = fully implemented  +/- = almost, but not fully  - / + = partly implemented  - = not sufficiently implemented | Gap/obstacles  In the case of -, - / + or +/-, please indicate the actual 'gap' between the principle and current practice in the organisation. If applicable, please indicate national / regional organisational rules or regulations that currently hinder implementation | Initiatives taken and/or proposals for improvement |
| **Ethical and Professional Aspects / Ethical and Professional Aspects** | | | |
| 1. Research Freedom | **+/-** | **Analysis of survey data on the organisation and management of scientific work at the Academy of Physical Education in Katowice presents a dfferent picture. 73.8%, commented positively on the freedom of scientific research, although "18.4% of respondents chose the answer 'Difficult to say', which may indicate a lack of certainty as to whether the level of freedom of scientific research is sufficiently ensured", as well as 19 respondents answered "rather not" or "definitely not".** | **The Academy of Physical Education in Katowice conducts information activities on the implementation of the HRS4R policy, as well as dissemination activities concerning the standards already in place at the University, i.e. Strategy for the University's Development in the years from the years 2020 to 2040.**  **As a result of respondents' uncertainty about this point, the University will carry out an information activity, prepare a consultation opportunity and produce a solution guide for administrative activities.**  **It is necessary to investigate the causes of dissatisfaction and take steps to improve the situation,to**  **involve researchers in the process of developing and modifying research policies.** |
| 2. Ethical principles | **+/-** | **Adherence at Jerzy Kukuczka Academy of Physical Education in Katowice to the fundamental practices, principles and ethical standards set out in national, sectoral or institutional codes of ethics is assessed as satisfactory.** | **In September 2021, the Rector of the Academy of Physical Education in Katowice appointed the Team for the Management Control System of Jerzy Kukuczka Academy of Physical Education in Katowice, which included in the area of its activities an analysis of the rules in force at the Academy concerning ethical issues, setting as one of the objectives of management control the observance and promotion of principles of ethical conduct.**  **There is the code of ethics for doctoral students at the Academy of Physical Education in Katowice and the model of ethical values at the Academy is the Code of Good Practice in Higher Education.**  **Implementation should include improving the system for monitoring and evaluating compliance with ethical principles.Providing training in research ethics and other activities.** |
| 3. Professional responsibility | **+/-** | **The Academy of Physical Education in Katowice makes every possible effort to ensure that research contributes to and is relevant to society. It observes the principle of respect for intellectual property rights and shared ownership of data in conducting research together with the supervisor and/or researchers.** | **Organisational measures are planned to prepare good practice in terms of the work aspect, delegation of tasks - making sure that those carrying out the research are suitably qualified to carry out and conduct the research.**  **It should be monitored whether the research carried out is really relevant to society and whether the university provides the right conditions for it.** |
| 4. Professional attitude | **+/-** | **From the surveys and consultations carried out, it appears that the researchers employed at the Academy of Physical Education in Katowice are largely aware of the strategic goals of their research environment**  **and research funding mechanisms as well as being aware of the need to obtain the necessary approvals before starting research.**  **The majority, i.e. 71.6%, of respondents have a positive view of their employer's support in obtaining funding for research and career development. On the other hand, 17.7% of respondents chose the answer "Difficult to say" what may indicate a lack of certainty or diversity of experience in the support offered by the institution.**  **A small group of respondents, 10.7% in total, expressed a negative opinion on this subject.**  **This indicates that there is a certain group of staff who are not satisfied with the level of support in obtaining research and career development funding.** | **The team sees the need to further development and promotion of the existing regulations regarding the possibility of obtaining support in the conduct of research, including information on obtaining research funding. An important aspect is to improve the flow of information and standarise the coordination between the different departments.**  **Creating a tab on the website with information on available forms of support. Monitoring and evaluation of the effectiveness of implemented solutions.** |
| 5. Contractual and legalobligations | **++** | **Knowledge of regulations concerning intellectual property rights, contractual regulations, national laws, international laws, sectoral laws regulating working conditions are known and respected within the Academy of Physical Education in Katowice research community.** | **The implementation of contractual or regulatory obligations are fully applicable at the Academy of Physical Education in Katowice, although informative activities are planned for the systemic consolidation of good practice.** |
| 6. Accountability | **+/-** | **As a result of consultations with a group of researchers' representatives, it can be concluded that the Academy of Physical Education in Katowice supports researchers in adhering to the principles of careful, transparent and efficient financial management through internal regulations and cooperation of units responsible for spending funds, as well as conducting internal and external audits. In contrast, a gap was identified in the area of the use of secure and nationally compliant means of storing research results, data and documents, enabling data recovery in the event of IT failures.** | **Due to the crucial importance of the area concerning the security of data storage and accountability to funders and other public authorities, it is necessary to implement organisational and information solutions aimed at increasing the level of security and awareness of researchers in the context of accountability.**  **Providing training for researchers on data security. Implement appropriate tools and technologies for secure data storage.** |
| 7. Good practice in research | **++** | **The principle of good practice in research, adherence to the use of safe ways of working in accordance with national legislation, including precautions for health and safety at work, data protection and confidentiality, and recovery of data lost due to information technology failures is highly rated by researchers.**  **The application of the rules was confirmed by respondents: 38.3% of respondents answered "Definitely yes" and 43.3% marked "Rather yes" in their answers. Only 5.7% (8 people) answered 'rather not' and one person answered 'definitely not'.** | **A high score was obtained in terms of 'good practices in research', although the Academy of Physical Education in Katowice plans to continuously promote, disseminate information in this area by providing researchers with access to safe solutions or to conduct information activities** |
| 8. Dissemination, exploitation of results | **+/-** | **The Academy of Physical Education in Katowice places emphasis on ensuring that all the results of its research reach the widest possible public. One of the main objectives of the University's strategy for the years from the years from 2020 to 2040 is to realise high quality research and its impact on society and the economy as well as to build solid relationships with partners in science and education, the health, sports, tourism and recreation sectors.**  **The results of the survey show that 74% of the Academy of Physical Education in Katowice researchers believe that they are committed to disseminating the results of their research.**  **However, there is also a group of people who chose "Difficult to say" (20.6%), "Rather not" (4.3%), "Definitely not" (1.4%)**  **which may suggest some lack of certainty or knowledge on the subject and the area to be implemented.**  **At the same time, it should be noted that respondents in the open-ended questions pointed out that this is one of the main objectives of conducting research and therefore, in principle, it should be mandatory.** | **It is necessary to take initiatives to increase opportunities for establishing cooperation with the economic environment and to try to create a unit dealing with the commercialisation of research results.**  **It may be important to develop publicly available rules for the dissemination of research results by the Academy of Physical Education in Katowice researchers.** |
| 9. Public engagement | **++** | **The survey showed that staff are committed to popularising and promoting research results to the public. The results are disseminated to a wide range of audiences from students in classes, qualified academics, textbooks, publications, scientific conferences, as well as on the Internet or at Science Festivals. Thus, the Academy of Physical Education in Katowice conducts a wide range of activities for the development of cooperation with society or the social environment.The respondents are aware of and willing to disseminate the results and scientific knowledge of the University Employees (45.4% of the respondents answered "definitely yes", and "rather yes" - 40,4%).**  **Those undecided (it is hard to say - 8.5%) or responding negatively (rather no - 4.3%, no -1.4%), represent a small percentage of all respondents.** | **The Academy of Physical Education in Katowice supports employees by creating various opportunities to disseminate research results (organising dissemination events, participation in public consultations, participation in popular science conferences, open days, participation in assembly and committees on social and educational policy, etc.). It is planned to continue in this respect, to intensify activities and to develop a cyclic Science Information Newsletter.** |
| 10. Non-discrimination | **+/-** | **The issue of non-discrimination of the academic environment is a very important element of the unit's activities to which special attention is paid.**  **The Academy of Physical Education in Katowice has "Principles of counteracting mobbing and non-discrimination at Jerzy Kukuczka Academy of Physical Education in Katowice". (Ordinance No. 49/2021). Nevertheless, it was noted in the survey that some respondents are not fully aware of what non-discrimination rules are applied at the Academy.** | **To implement coordination and information activities, with an emphasis on making Academy of Physical Education in Katowice academics aware of how the unit protects them from discrimination on the grounds of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political beliefs and social or material status.**  **Organising anti-discrimination training and workshops for all staff and students.** |
| 11. Employee evaluation systems | **+/-** | **Jerzy Kukuczka Academy of Physical Education in Katowice has a system of regular employee appraisal. However, the assumptions of the evaluation are not known to all Academy of Physical Education employees, or employees have doubts about the transparency or impartiality of the evaluation.** | **The transparency and impartiality of the evaluation should be improved. Suggestions for improvement: including detailed rules and criteria for staff appraisal and evaluation on the website/employee panel.** |
| **Recruitment and Selection** | | | |
| 12. Recruitment | **+/-** | **Recruitment at the Academy of Physical Education Katowice is conducted in accordance with the Statute, the Work Regulations, the Organisational Regulations, the Salary Regulations or the resolutions on the conditions and procedure of recruitment to the Doctoral School. Dispersion of information may cause information confusion, therefore the above-mentioned documents will be supplemented by a dedicated document with recruitment rules.** | **The University will seek to implement a recruitment process for procedures based on staff recruitment regulations - to be prepared as part of the Strategy (Policy OTM-R). The Strategy will regulate recruitment procedures and include a mechanism for evaluation of the recruitment process.**  **Development and implementation of separate recruitment rules which will include:**  **- Clear and precise eligibility criteria**  **- Transparent recruitment procedures**  **- A system for objective assessment of candidates** |
| 13. Recruitment according to the Code | **+/-** | **As above, work is currently underway to implement recruitment procedures.** | **The development and fully implementation of staff recruitment procedures as part of the OTM-R Strategy (Policy).** |
| 14. Staff selection according to the Code | **+/-** | **The assumptions and guidelines described in the Code (composition of committees, requirements for employees, recognition of the values/characteristics described in the directive) are being implemented, however, the aforementioned documents need to be supplemented by the definition of strict procedures for the recruitment process and entrenchment in the University's internal legislation.** | **The development and implementation of staff recruitment procedures is required as part of the OTM-R Strategy (Policy).** |
| 15. Transparency according to the Code | **-/+** | **At the Academy of Physical Education in Katowice, information on the recruitment process (nature of the position, expectations, scope of duties) is published in competition announcements and the Public Information Bulletin. Along with the announcement, all the required documents to be submitted by the candidate are posted.**  **The rules for the creation of an announcement, taking into account the minimum information to be included in the announcement, and the procedure for providing feedback are not written down.** | **The standardisation of the recruitment process (regulating, inter alia, the composition of the committee, recognition of the values/qualities described in the directive) and anchoring it in the University's internal legislation is required.**  **The development and implementation of procedures defining:**  **- Minimum information to be included in vacancy announcements.**   * **- A uniform procedure for providing feedback to candidates.** |
| 16. Assessment of merit according to the Code | **+/-** | **Recruitment of scientists at the Academy of Physical Education Katowice takes into account both the achievements of candidates in a quantitative and qualitative way. The recruitment process evaluates, among other things, criteria related to scientific achievements, scientific output and competence.**  **This guiding principle is confirmed by the results of the survey: 60% of respondents were in favour of the employer's evaluation of the personnel selection process, both qualitatively and quantitatively. Nevertheless, the group of respondents selecting 'Difficult to say' (31.9%) and 'Rather not' (7.8%) and 'Definitely not' (2.8%) indicate a lack of knowledge in this area.** | **Standardisation of the recruitment process (regulating, among other things, the composition of the commission, recognition of the values/characteristics described in the directive as well as defining the way in which the merits of candidates are assessed) is required and should be anchored in the University's internal legislation.**  **There is a need to further improvement of the recruitment process of researchers at the Academy of Physical Education in Katowice in order to increase its transparency and objectivity.**  **Efforts should be made to ensure that all candidates are clear about the assessment criteria and have the opportunity to present their qualifications in a fair and comprehensive manner.**  **Recommendations:**  **Developing and implementing by supplementing existing legislation detailed criteria for evaluating candidates, taking into account both quantitative and qualitative achievements.**  **Ensuring transparency in the recruitment process.**  **Allowing candidates to present their qualifications in various forms (e.g. presentation, interview).**  **Ensuring objective and fair assessment of candidates.** |
| 17. Deviations from the chronological order of the CVs according to the Code | **+/-** | **In the recruitment process, candidates' multidimensional career paths and their varied dynamics are seen as an asset and a potentially valuable contribution if candidates' achievements truly reflect qualifications that are relevant to the job applied for. Deviations from the typical career path are not perceived negatively (86 people commented 'definitely yes' or 'rather yes') although some respondents (52 people) were not able to make a clear statement by marking the answer 'Difficult to say'.** | **Diverse perceptions of candidates' ability to submit CVs supported by evidence representing diverse achievements and qualifications in the context of the post, prompts the Academy of Physical Education to address this and prepare criteria for assessing candidates in the OTM-R Strategy (Policy) to embed good practice.**  **Emphasising openness to candidates with diverse backgrounds in job advertisements.**  **Providing opportunities for candidates to present their skills and qualifications in various forms (e.g. CV, cover letter, interview).**  **Considering candidates' competence and experience in the recruitment process, not just formal education.** |
| 18. Recognition of mobility experience according to the Code | **+/-** | **At Jerzy Kukuczka Academy of Physical Education in Katowice, any mobility experience is highly valued both at the recruitment stage and in the context of an employee's academic development. The unit offers the possibility to take advantage of funding to go on a foreign internship and academic exchange.**  **The results of the survey indicate that the vast majority (nearly 70%) support this statement by answering "Definitely yes" or "Rather yes". 24.8 % of the respondents answered "Difficult to say" and only 5.7 % answered "Rather not" or "Definitely not".** | **Despite meeting the requirements in the area of mobility recognition, this criterion should be taken into account in improving the recruitment process.**  **Continue and expand mobility subsidy programmes for employees.** |
| 19. Recognition of qualifications according to the Code | **+/-** | **The Academy of Physical Education Katowice ensures that academic and professional qualifications, including informal qualifications of all employed researchers, are properly assessed. Broad and diversified qualifications are an asset in the recruitment process and in staff appraisal.**  **A total of 68% of respondents (96 people) expressed an affirmative stance, with 26.2% (37 people) stating "Definitely yes" and 41.80% (59 people) choosing the answer "Rather yes". Such results indicate a relatively high level of satisfaction with the employer's assessment of qualifications.** | **Despite meeting the requirements in the area of recognition of qualifications (according to the Code), it is planned to define criteria for the assessment of candidates in the OTM-R Strategy (Policy) in order to consolidate good practice.** |
| 20. Length of service according to the Code | **++** | **The recruitment process at the Academy of Physical Education in Katowice is carried out on the basis of the unit's rules. Recruitment documentation includes information on the required level of qualifications, depending on a given position.**  **The analysis of the survey carried out, clearly indicates a satisfactory level of determination by the employer of the required level of basic qualifications corresponding to the needs of a given position.** | **The implementation will be taken into account in the procedure for specifying the recruitment process in the applicable legal acts.** |
| 21. Posts for staff with a PhD according to the Code | **+/-** | **According to those surveyed, the majority, or 73.1% of respondents (103 people), have a positive view of the clarity of rules and guidance in the recruitment and appointment process. Of this group, 37.6% (53 people) answered "Definitely yes" and 35.5% (50 people) said "Rather yes".**  **Employees are hired under a contract of employment, however, with varying responsibilities, and the promotion path (obtaining postdoctoraldegree) is conditioned by the individual capabilities of the employees, their commitment and their choice of priorities at work. As a result, the career paths of employees a with a doctorate are diversified, have different dynamics and the promotion process itself is perceived as not very clear. An important determinant of the current state of affairs is the key condition for promotion, i.e. undergoing an external postdoctoral degree procedure and thus becoming an independent researcher (PhD).** | **The Academy of Physical Education in Katowice has published rules for promotion proceedings in accordance with national legislation. Despite this, it is planned to develop a guide to the career development path of a researcher, including a compilation of useful information on promotion opportunities, funding mechanisms for research and dissemination activities, opportunities, raising one's competence at the university. The implementation of the guide will be crucial for the transparency and equity of the process.**  **Providing opportunities to develop and refine the skills necessary for promotion.**  **Increasing support for staff in the promotion process.** |
| **Working conditions and Social Security** | | | |
| 22. Recognition of the profession | **+/-** | **The Academy of Physical Education in Katowice scientists, regardless of their career stage, are regarded as professionals and treated accordingly.**  **Survey responses show that the majority of respondents, 70.9%, have a positive perception of scientists being treated as professionals. This suggests that in the Academy of Physical Education in Katowice, 17.7% of respondents, answered 'Difficult to say'. This may indicate ambiguous experiences or insufficient information to assess how scientists are treated at different career levels.**  **A small but significant proportion of respondents, 11.4% in total, expressed a negative view on this topic.** | **It is planned to continue providing a comfortable environment for research, creating a high organisational culture and a modern working environment in line with The Academy of Physical Education in Katowice strategy for the years from 2020- to 2040.** |
| 23. Research environment | **+/-** | **The Academy of Physical Education in Katowice cares about space, stimulating an environment conducive to research. It constantly creates and develops research space by providing adequate equipment, facilities (laboratories, infrastructure, grants, scholarships, training, distance cooperation with the help of research networks) and library resources, thus strongly favouring the conduct of scientific research.**  **According to the respondents, the majority, i.e., 71.6% of the respondents (101 people), positively evaluate the employer's activities in this regard. Of this group, 29.8% (42 people) answered "Definitely yes" and 41.8% (59 people) think "Rather yes".** | **Despite the respondents' high evaluation of the scientific environment, the Academy of Physical Education in Katowice plans to intensify information, popularisation activities concerning the operation of standards such as: granting funds for statutory research, covering the costs of participation in conferences, scientific publications.**  **Promoting cooperation between researchers.**  **Providing access to the latest technologies and research methods.** |
| 24. Working conditions | **+/-** | **The results of the survey show that the vast majority of respondents, i.e. 72.4 %, have a positive opinion of the working conditions at the Academy of Physical Education in Katowice. In this group, 27 % of the respondents gave the answer "Difficult to say", only 0.7 % of the answers were "Rather not" and no respondent gave the answer "Definitely not".**  **On the basis of the results obtained, it can be concluded that the Academy of Physical Education in Katowice researchers have a very good opinion of the level of working conditions, which are flexible in order to achieve effective research results while allowing both women and men to reconcile family and professional life, have children and develop their careers.** | **The implementation is subject to the continuation of the creation of comfortable working conditions and the continuous updating of rules regarding the form of remote working, flexible working**  **working hours, part-time working.** |
| 25. Stability and permanence of employment | **+/-** | **The area was rated highly, with a total of 78.8% (111 people), positively evaluating the stability of employment conditions at the Academy of Physical Education in Katowice. Of these, 34.8% (49 people) answered "Definitely yes" and 44% (62 people) chose the answer "Rather yes".**  **However, as many as 17% of "Difficult to say" responses indicate that not all employees perceive or have access to accepted solutions and benefits (e.g. indefinite contract, research grants, possibility of additional involvement in projects).** | **The development and implementation of documents defining transparent rules for recruitment and further career paths is required.**  **It is planned to define in the OTM-R Strategy (Policy) the criteria and indicators for employment stability and career path definition.** |
| 26. Funding and remuneration | **+/-** | **The principles of financing and remuneration at the Academy of Physical Education in Katowice are set out in the Regulations on the Remuneration of Employees of Jerzy Kukuczka Academy of Physical Education in Katowice. The funding of academic staff is largely dependent on external regulations under the laws of the Republic of Poland.**  **According to the respondents, the majority, i.e. 70.2% of the respondents, positively assess the conditions of remuneration and social benefits at the Academy of Physical Education in Katowice. This indicates that, in the eyes of most academics, the institution provides attractive and fair conditions of remuneration and benefits, which is important for job satisfaction and a sense of social security. 13.5% of respondents chose the answer 'Difficult to say' and 16.3% expressed negative opinions.** | **Attention should be paid to increase the transparency of the terms and conditions of funding of the Academy of Physical Education in Katowice academic staff.** |
| 27. Gender equality | **-/+** | **The Academy of Physical Education in Katowice places great emphasis on promoting gender balance and non-discrimination in this regard. The survey results show that the majority of respondents, 59.6% (84 people), have a positive view of the employer's gender balance efforts. Of this group, 22.7% (32 people) responded 'Definitely yes' and 36.9% (52 people) felt 'Rather yes'. However, there is also a group of employees who are unsure or dissatisfied with the implementation of the concept. This may indicate a need for better communication and more effective implementation of gender equality policies in the institution.** | **The University has implemented and disseminated the "Gender Equality Plan at Jerzy Kukuczka Academy of Physical Education in Katowice" as well as the "Principles of Anti-Harassment and Non-Discrimination at Jerzy Kukuczka Academy of Physical Education in Katowice". Despite respecting the recommendations in the area of GenderBalance, it is planned to continue to maintain the favourable trends and to include relevant provisions in the OTM-R Strategy (Policy) in order to consolidate the good practices.**  **Conduct training for management and staff on gender equality and non-discrimination** |
| 28. Career development | **+/-** | **According to**  **The results of the survey, the majority of respondents, a total of 63.2%positive about the**  **the existence of a career development strategy at the Academy of Physical Education . A significant number of respondents, 29.80%**  **chose the answer "Difficult to say", a small group, i.e. 7.1%, expressed a**  **negative opinion on this subject.**  **At the Academy of Physicasl Education in Katowice, the development of academic careers is treated**  **as one of the priorities of activity. There are funds for internship programs,**  **publication and pro-quality programs, but they need to be systematized and**  **included in existing the Academy of Physical Education in Katowice documents or create**  **separate documents.** | **The rules for supporting the career development of the Academy of Physical Education in Katowice' research staff should be defined by internal university regulations, in a form that is accessible and readable to any interested employee.** |
| 29. The value of mobility | **+/-** | **The Academy of Physical Education in Katowice positively perceives the value of mobility as an element supporting the professional development of scientists. The data shows that the majority of respondents, 63.8% (90 people), have a positive view of the employer's approach to mobility in the context of professional development. Of this group, 29.8% (42 people) answered "Definitely yes," and 34% (48 people) think "Rather yes."**  **The university conducts research, projects and international activities, supporting the mobility of researchers. It recognizes the values of geographic, intersectoral, inter- and transdisciplinary and virtual mobility, as well as mobility between the public and private sectors, as an important way to expand scientific knowledge and support the professional development of researchers at every stage of their careers.** | **Mobility values are highly respected at the Academy of Physical Education in Katowice, and it is planned to continue activities in this regard. Nevertheless, such opportunities should be identified in the professional development strategy, in terms of good practices.**  **Facilitating access to information on mobility programs and opportunities.** |
| 30. Access to career counseling | **-** | **Research staff of the University provide support to their doctoral students at the the Academy of Physical Education in Katowice in an informal way (with regard to item 36). In the survey, as many as 93 people have no knowledge in this regard, or give a negative answer to the indicated question, answering "that they have not encountered such a practice."** | **Action is required to provide career counseling and job placement assistance to researchers at each stage of their careers. The action can be achieved through the appointment of advisors, mentors, as well as the dissemination of this information (mailing, information on the website)**  **Creating and implementing a support system for doctoral students.**  **Providing training for academics in mentoring and tutoring.**  **Promoting a culture of support for doctoral students at the Academy of Physical Education in Katowice.** |
| 31. Intellectual Property Rights | **-/+** | **Survey data suggest that there is a general good perception at the Academy of Physical Education in Katowice of the employer's efforts to protect researchers' intellectual property rights. However, a significant number of employees (47 people - 33.3% answered "difficult to say, rather not or definitely not".**  **This suggests that there is no perception that the employer somehow neglects or under-performs with regard to intellectual property rights.** | **In this area, it is required to prepare systemic activities, which will also be defined in the OTM-R Strategy, including in its scope the creation of documentation on intellectual property rights, the establishment of a team or a separate department, the preparation of consultations. Increasing information activities, providing reliable information, training in this area.**  **Establishing an effective system for reporting and handling violations of intellectual property rights.** |
| 32. Co-authorship | **+/-** | **A significant number of employees believe that the University is taking measures to ensure that researchers are given adequate recognition for their contributions to scientific work and the right to publish independently.**  **Among those surveyed, there were statements that co-authorship is evaluated in a "subjective" way, which may not be treated or perceived in a transparent manner.** | **Implementing a formal procedure in theOTM-R Strategy to provide researchers, including those at the beginning of their careers, with the necessary framework conditions so that they can exercise their right to be recognized and listed and/or cited in the context of the actual contribution they make as co-authors or the right to publish their research results independently of their supervisors.**  **Developing and implement clear criteria for evaluating contributions to scientific work.**  **Ensuring transparency on the rules for granting authorship and co-authorship.** |
| 33. Teaching | **-/+** | **Teaching duties are matched to the competencies, profile of the teachers concerned, and salaries are regulated by internal orders.**  **However, in the survey, a significant number of respondents, 31.2% (44 people), chose the answer "Difficult to say." This may indicate uncertainty or a lack of sufficient information on remuneration policies and evaluation of teaching duties. On the other hand, a total of 21.3% (30 people), expressed a negative opinion on the subject. Among them, 15.6% (22 people) answered "Rather not," and 5.7% (8 people) answered "Definitely not." This may indicate that the respondents are not satisfied with their working conditions, that teaching duties are not sufficiently valued in the overall assessment of employees' performance and commitment, and that the rules of quantitative assignments are not always adequate to the preferences.** | **The rules for assigning duties, rewarding them and including them in employee evaluation systems, need to be reviewed and revised. It is necessary to update these procedures in the OTM-R strategy and internal documents of the Academy of Physical Education in Katowice.**  **An important aspect is to raise the level of transparency of the principles of evaluation and assessment of teaching work by updating the employee evaluation procedure and providing feedback, which should be accompanied by opportunities to use tools and training to improve the teaching workshop. In addition, measures should be taken in the aspect of raising the awareness of senior staff in the involvement of beginning researchers in the teaching process.**  **Strengthening the dialogue between university authorities and teaching staff to better take into account their preferences and qualifications.** |
| 34. Complains/ appeals | **-/+** | **The University has "Principles of Anti-Harassment and Non-Discrimination at Jerzy Kukuczka Academy of Physical Education in Katowice," Trade Unions and an appointed person to collect information from whistleblowers. Those who took part in the survey indicated that they had knowledge of people to whom they could go for complaints or appeals. There was a 34.8% response of "hard to say," indicating that people have no knowledge in this regard.** | **Undertaking informational activities on Complaints and appeals by employees/researchers. Increasing the availability of information on available procedures against bullying and discrimination. Organizing training for employees on the use of the procedures.**  **Promoting a culture of whistleblowing.**  **Establish a form on the University's website or a tab informing employees of the possibilities, scope of assistance and contact information.** |
| 35. Influence on decision-making bodies | **-/+** | **The results of the survey suggest that there is a general perception at the ACcademy of Physical Education in Katowice that the employer recognizes the participation of representatives in the information, consultation and decision-making bodies of the institution, in order to protect and represent their interests and actively participate in the work of the institution. The data shows that 23.4% (33 people) speak positively on this aspect. More than 72.4% (102 people) said "rather yes or hard to say."**  **This may indicate uncertainty or lack of sufficient information about the employer's recognition of researchers' right to representation.** | **It is advisable to take strong organizational and informational measures, including the inclusion of relevant provisions in the OTM-R Strategy, to better explanation, communicate and support the rights of representation of scientists.** |
| **Training and Development** | | | |
| 36. Relationship with the research supervisor | **+/-** | **As part of the doctoral student-supervisor relationship and contact, regular meetings are held, allowing for the exchange of experience. Due to the evaluation of the doctoral school, there is a formalized obligation to teach under the supervision of supervisors. The data shows that the majority of respondents, 71.7% (101 people), positively assess the existence of regular forms of contact between doctoral students and their supervisors and faculty representatives.**  **However, meetings are not always formalized, and information about the aforementioned does not always reach all those involved, with the result thatrelationships are not a standard.** | **The activities are required for better communication (e-mailing, updating the University website and staff panel, training for staff) for the dissemination and formalization of the communication process with the mentor (including publication of established schedules and on-call)**  **Improving the flow of information about meetings to all interested parties.**  **Strengthening the role of supervisors in mentoring and supporting the development of doctoral students.** |
| 37. Supervision and management responsibilities | **+/-** | **According to the survey and its results, the majority of respondents, 70.9% (100 people), have a positive view of the activities of senior researchers in these roles. Of this group, 30.5% (43 people) said "Definitely yes," and 40.4% (57 people) said "Rather yes."**  **Thus, experienced academics serve as mentors, advisors, tutors or coordinators at Academy of Physical Education in Katowice. However, not all of the young employees are aware of the possibility of support.** | **As mentioned in paragraph. 33, action should be taken in the aspect of raising the awareness of senior staff in the involvement of entry-level researchers in the teaching process, by taking organizational and informational measures, as well as appropriate provisions in the OTM-R Strategy.**  **Organizing training for senior researchers in mentoring.** |
| 38. Continuing Professional Development | **+/-** | **The Academy of Physical Education in Katowice supports scientists in the stages of their careers in continuous development and improvement of professional skills and qualifications. The data shows that the majority of respondents, 78.7% (111 people), positively evaluate the employer's actions in supporting the professional development of scientists. In this group, 37.60% (53 people) answered "Definitely yes," and 41.1% (58 people) said "Rather yes." Among the respondents, there were also people (30 respondents) who are not satisfied or confident in the support, also indicating problems with receiving development funding.** | **Clear rules for professional development of employees should be developed, along with funding opportunities, to be included as part of the OTM-R Strategy.**  **In addition, conducing outreach activities in this regard, e.g. e-mailing, expansion of the University's website.**  **Expanding the offer of training and courses for researchers.**  **Providing opportunities for individual career development counseling.** |
| 39. Access to scientific training and continuous professional development opportunities | **-/+** | **The support provided by the Academy of Physical Education in Katowice to researchers in the area of professional development is generally perceived satisfactorily (24.8% of people answered "definitely yes" and 31.9% answered "Rather yes." However, there is also a group of employees who are unsure (31.9% "Hard to say") or dissatisfied with this aspect (11.3% "Rather not or definitely not").** | **Measures should be taken to provide development opportunities and obtain resources to improve the skills and ongoing development of employees. These activities should be regularly evaluated in terms of availability, interest. Activities should be undertaken among the University community, and policies should be developed and included in the OTM-R Strategy.**  **Expansion of the website / learning tab, conducting e-mailings.** |
| 40. Scientific care | **+/-** | **Respondents (85 people) are positive about the employer's actions in this regard. Yet a sizable number of people (56 respondents)are not fully convinced that the Academy of Physical Education in provides access to mentors with the right qualifications, showing commitment, to whom they can turn to in professional matters at the beginning of their careers.** | **Information and organizational action is required, indicating the possibility of support for young scientists - it is proposed to create information about the duty of employees and the possibility of meetings and contact.**  **Expansion of the website / science tab** |