

**The Human Resources Strategy for Researchers (HRS<sub>4</sub>R)  
at the University of Rzeszów  
with respect to the principles of the European Charter for Researchers and  
the Code of Conduct for the recruitment of Researchers**

**Action Plan for the years 2024-2026**



HR EXCELLENCE IN RESEARCH

**The English version of the UR HRS<sub>4</sub>R for the years 2024-2026  
accepted by the UR Senate on January 25, 2024**

**Rzeszów, 2024**

## Table of contents

1. Introduction.....	3
1.1. About the University of Rzeszów .....	3
1.2. The mission and strategy of the University of Rzeszów.....	4
2. General characteristics of the research activity at the University of Rzeszów .....	5
2.1. Financing the research – annual costs (the end of 2022) .....	5
2.2 The rights to grant academic degrees.....	6
2.3. Characteristics of the research activity at the University of Rzeszów .....	7
2.4. Publications of the researchers of the University of Rzeszów in the years 2018-2024 (in numbers) .....	10
3. Stages of implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers at the University of Rzeszów .....	10
3.1. Description of the phases of implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers at the University of Rzeszów .....	10
3.2. Modification of the Working Group composition.....	12
3.2.1. Working group methodology.....	12
4. Current legal regulations .....	12
5. The survey results .....	46
5.1. The concept of the survey and its organisation.....	46
5.2. Characteristics of the surveyed population .....	46
5.3. Analysis of the degree of implementation of organizational, legal and procedural solutions used at the University of Rzeszów .....	48
5.3.1 Discussion of the results .....	50
5.3.1.1 Ethical and professional aspects .....	50
5.3.1.2 Recruitment and selection .....	51
5.3.1.3 Working conditions.....	51
5.3.1.4 Training and development.....	52
5.3.2 Conclusions.....	52
5.4. Action plan and schedule for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UR for the years 2024-2026 .....	53
6. Monitoring of the implementation and effectiveness of the actions planned.....	59
7. Summary .....	60
Appendixes.....	61

## 1. Introduction

The University of Rzeszów, represented by the Rector, prof. dr hab. Sylwester Czopek, on February 8, 2021 endorsed the principles of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers", pointing out the consistency of the UR development strategy with the principles of the Charter and the Code. On February 11, 2021 the European Commission informed the UR about starting the procedure aimed at inclusion of the UR in the group of institutions supporting the principles. The authorities of the University decided to begin the implementation process of the European Charter for Researchers and of the Code of Conduct principles to internal legal acts, procedures and practices to support international cooperation and become an open and attractive workplace for researchers.

On May 11, 2022, the European Commission awarded the University of Rzeszów the prestigious "HR Excellence in Research" logo. Obtaining this distinction was possible thanks to the involvement of the academic community of our University in the process of verifying the implemented solutions related to the principles of the European Charter for Researchers.

The "HR Excellence in Research" logo was awarded for 2 years. In accordance with the adopted in 2021 "An action plan for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów and the HR4R UR Strategy" in the years 2021-2023, a number of solutions have been implemented to improve the conditions for the creation, transfer, exchange and dissemination of knowledge and technological development, as well as supporting the career development of researchers at the University of Rzeszów. The OTMR (Open, Transparent and Merit-based Recruitment) policy has also been introduced, making the process of recruiting researchers more open and transparent.

This document is a continuation of the HR4R UR strategy adopted in 2021. The action plan covers the next three years, i.e. 2024, 2025 and 2026. The planned actions are partly a continuation of those adopted in 2021, and partly proposals of new actions resulting from the Interim Assessment carried out two years after receiving the logo.

### 1.1. About the University of Rzeszów

The University of Rzeszów – the largest university in Podkarpacie, having statutory independence – began its activity on September 1, 2001 under the Act of the Parliament of the Republic of Poland of June 7, 2001. The University of Rzeszów is guided by universal goals, such as freedom to conduct research, striving for truth, openness to science, knowledge and new ideas, protection of freedom and respect for human dignity and historical and cultural identity. The University of Rzeszów is a place where the ability to cooperate is developed, regardless of ideological, political and religious differences. The priority in the activities of the University of Rzeszów is the implementation of the highest quality scientific research (with the use of state-of-the-art laboratories and equipment), aimed at acquiring knowledge and experience for the benefit of various socio-economic and cultural environments. The natural sphere of the University's involvement is also education. Education at the University of Rzeszów is based on the transfer of the latest knowledge, diversity and attractiveness of teaching, full use of the University's infrastructure, as well as involving students in research. Therefore, students can obtain thorough knowledge, advanced skills and practical qualifications.

The main areas of scientific activity of the University of Rzeszów have been concentrated within four Colleges. Medical College focuses its research on the following disciplines: medical sciences, health sciences, and physical culture sciences. The College of Natural Sciences conducts research within disciplines such as mathematics, physical sciences, biological sciences, technical informatics and telecommunications, materials engineering, food and nutrition technology, agriculture and horticulture. The College of Humanities conducts its research in the humanities within disciplines such as archaeology, philosophy, history, linguistics, literary studies, and in the field of art in the disciplines of visual arts and conservation of works of art and musical arts. The College of Social Sciences carries out research mainly within such disciplines as economics and finance, political science and administration, legal sciences, sociological sciences, pedagogy and psychology. Colleges are divided into smaller units – one-discipline institutes.

**Web page:** <https://www.ur.edu.pl/>.

**HRS4R UR:** <https://www.ur.edu.pl/pracownik/hr4r-ur>

**Address:** University of Rzeszów, ul. Rejtana 16C, 35-959 Rzeszów, Poland.

## 1.2. The mission and strategy of the University of Rzeszów

The mission and strategy of the University of Rzeszów for the years 2021-2030 was defined in Resolution No. 59/03/2021 of the Senate of the University of Rzeszów of March 25, 2021. According to the adopted document, the University of Rzeszów is a modern university faithful to timeless academic traditions, implementing the idea of striving for scientific, didactic and artistic excellence and educating future elites aspiring to the role of leaders responsible for the development of Poland, Europe and the world. The mission of the University of Rzeszów, understood as the reason for the existence of the organization distinguishing it from others, refers to the roles it performs and the areas of its functioning, i.e., the scientific, educational, culture-forming area and medical practice in the social and economic life of Podkarpacie, Poland, Europe. The University of Rzeszów belongs to the family of universities and is faithful to its universal goals: striving for truth, protecting freedom, openness to knowledge and new ideas, respect for human dignity and respect for the historical and cultural identity of regions and states. The University develops cooperation regardless of ideological, political and religious differences. Thus, it shapes the personality, personal culture and civic attitudes of students and doctoral students, preparing them for the responsible performance of social and public functions. The University conducts scientific research at the highest level: basic, applied and implementation, for the sake of achieving progress of scientific knowledge, for the benefit of various fields of science, culture, arts, economics and medicine.

The University of Rzeszow is an attractive place to study. It creates friendly conditions for intellectual development and strives to ensure the highest level of education. It provides a rich and diverse offer and attractiveness of studies. It provides the latest knowledge at a high level and ensures acquisition of appropriate professional qualifications through contact with practitioners teaching classes and giving lectures, organization of domestic and foreign professional internships, introduction of unique curricula, the use of innovative teaching methods and organization of many extracurricular classes and courses. The educational process is closely related to the research conducted at the University.

The University carries out its mission with the participation of the entire university community, i.e. researchers and teachers, students, doctoral students, engineering, technical and administrative staff – a team strong in identity and values, using the potential of the University to realize its passions and aspirations, at the same time contributing to the development of the University and its environment. Due to its geographical location, the University plays an important role in the process of intercultural and cross-border education. The University of Rzeszów creates and transfers knowledge, is the creator of intellectual and social capital, as well as the inspirer and creator of sustainable socio-economic development. The University also cares about the development of its intellectual capital, inherent in scientific, didactic, technical and administrative staff, as well as doctoral students and students. The mission adopted by the University of Rzeszów is related to the European and national vision of the development of higher education, presented in the strategy documents.

The main goals and tasks for the years 2021-2030 planned for implementation have been focused around six strategic areas, which at the same time set the main directions of development of the University of Rzeszów, and include:

Area I. University management.

Area II. Material resources.

Area III. Human resources

Area IV. Science/Development of scientific research.

Area V. Education

Area VI. Cooperation with the environment, commercialization of research results.

## 2. General characteristics of the research activity at the University of Rzeszów

### 2.1. Financing the research – annual costs (the end of 2022)

Total annual budget	307 371 284,53 PLN
including:	134 166 735,72 PLN
Costs of financing research	
Annual financing from the Ministry of Education and Science	227 309 780,25 PLN
Funds for grants coming from external sources	7 121 701,19 PLN
Funding of infrastructural investments:	
National	98 157,12 PLN
Foreign	0,00 PLN
Research funding coming from the private sector	6 293 028,16 PLN

## 2.2 The rights to grant academic degrees

Doctoral 23

Postdoctoral 23

### **College of Humanities**

#### Doctoral degrees in:

1. Archaeology
2. Philosophy
3. History
4. Linguistics
5. Literary Studies

#### Doctoral degrees in arts:

- Visual Arts and Conservation of Works of Art
- Music Arts

### **Medical College**

#### Doctoral degrees in:

- Medical Science
- Health Science
- Physical Culture Sciences

### **College of Natural Sciences**

#### Doctoral degrees in:

- Biotechnology
- Biological Sciences
- Physical Sciences
- Agriculture and Horticulture
- Technology of Food and Food Processing
- Mathematics
- Information and Communication Technology
- Materials Engineering

### **College of Social Sciences**

#### Doctoral degrees in:

- Economics and Finance

- Pedagogy
- Legal Sciences
- Political Science and Administration
- Sociological sciences

## 2.3. Characteristics of the research activity at the University of Rzeszów

### List of the main research areas of the colleges

#### College of Humanities

- The eastern borderland of the Central European cultural province in prehistory
- Polish-Ruthenian borderland. The formation of Central and Eastern and Eastern Europe in a comparative and diachronic perspective
- Man in the face of anthropological and ethical challenges of modern times
- Cultural discourses (history and contemporaneity)
- Historical and philosophical studies
- Galicia – society, culture, religions, economy, politics
- National, religious, social and economic problems in Central and Eastern Europe
- Teaching and learning a foreign language / Polish as a foreign language
- Selected aspects of general, contrastive and applied linguistics of Slavic and Germanic languages in synchronous and diachronic terms
- Socio-historical-cultural aspects of verbal and non-verbal communication
- Problems and contexts of world literature and culture as well as literary and comparative theoretical issues
- Research on Polish literature and periodicals of the Old Polish epochs and the Polish Enlightenment as well as genre forms
- Polish literature of the nineteenth century, myths and national legends as well as problems and contexts of Polish education
- Problems and contexts of Polish literature and culture of the twentieth and twenty-first centuries as well as theoretical-literary issues and media culture
- Onomastic, linguistic-cultural and pragmatic research of the Polish language in synchronous and diachronic aspects
- Interpretative issues in vocal, instrumental and vocal-instrumental works
- Problems concerning universal and artistic music education and musical and cultural heritage
- Artistic research of formal, expressive means and semantic relationships in a work of art in the context of their cultural and social impact and mutual relations with other areas of science
- Graphic space as a form of free creativity
- Research on graphic and multimedia imaging in public space
- The function and importance of visual means of expression in the design and shaping of artwork forms

## **College of Social Sciences**

- Organizational and marketing determinants of creating a value chain in the field of food products, including organic and functional food
- Determinants and ways of reducing economic and social inequalities
- Sustainable socio-economic development of the regions, with a particular focus on the outermost and cross-border regions
- Determinants of business development under the conditions of globalization
- Social control in local government units as a form of civic engagement
- Political systems in the era of political transformation. Theory and practice
- Security policy. Local, regional and international dimension
- Human rights and their protection
- Civil law limits of freedom of constitutional rights and obligations
- Political and legal ideas and institutions in historical and contemporary aspects
- Implementation of private law institutions into public law - selected issues
- Self-government at the service of citizens
- Institutional and axiological determinants of social work in Poland
- Selected problems of sociology of organization and regional development
- Disability study - interdisciplinary and multimedia disability studies
- School - past, present, future - conditions of functioning
- Mediatized society - mediators of change - challenges of media pedagogy
- Pedagogical aspects of contemporary social changes

## **Medical College**

- The influence of environmental and biological factors on the occurrence, course and progress in the diagnosis and treatment of non-infectious civilization diseases
- Analysis of clinical and molecular parameters and research on new drugs in skin diseases
- Development of new biomarkers, targets and therapeutic methods in autoimmune and oncological diseases
- Assessment of the variability of body composition, physical performance, biomechanical parameters, analysis of selected biochemical and epigenetic markers induced by oxidative stress during the training cycle of active populations of various sports groups
- Computer modelling in sports and health training
- Health behaviour and body structure of school and academic youth in the Carpathian Euroregion in relation to health-oriented fitness
- Evaluation of the trend in the appearance of excessive body weight and hypertension in children and adolescents with intellectual disabilities in south-eastern Poland and validation of physical activity questionnaires of preschool and school children.
- Prospective observational study of the influence of body performance and body composition on the quality of cardiopulmonary resuscitation in adults under simulated conditions
- Determination of the minimum clinically significant difference for the kinematic parameters of the lower limb joints of people with brain damage: International studies
- Re-education of gait and upper limb function in people with hemiparesis after stroke using biofeedback methods: Evaluation of effectiveness and development of rehabilitation programs recommended for clinical applications on a regional and national scale



## College of Natural Sciences

- Molecular mechanisms of aging of organisms at the cellular level: Looking for new possibilities of therapeutic and theranostatic interventions based on multifunctional materials
- Cell biology and yeast biotechnology, including unconventional ones
- Spatial monitoring of environmental pollution in Podkarpacie in the context of the region's anthropogenic transformations
- Application and development of Raman spectroscopy and FTIR methods in medical diagnostics and modern imaging methods in biology and medicine
- Production and study of amorphous materials based on chalcogenide glasses and ceramics for infrared photonics, biomedical sensors and optoelectronic instruments
- Nanocomposite coatings for antibacterial, tribological and instrument deposition from the vapour phase
- Methods of processing imprecise information in knowledge modelling
- Applications of artificial intelligence in innovative technologies for industry
- Development of the method of data collections exploration
- Functional analysis and its applications (theory of linear-topological spaces over non-Archimedean bodies and the theory of linear operators in these spaces; asymptotic theory and topology of infinite-dimensional manifolds)
- Selected issues of function theory (geometric theory of analytical and harmonic functions; conformal mappings and their generalizations; analytical functions of many variables in mathematical physics)
- Theory of functional and differential equations (applications of equations and functional inequalities in decision-making theory; nonlinear boundary and initial problems for differential equations)
- Impact of agriculture on the environment, yield and plant quality under conditions of meteorological and climatic changes
- Designing next-generation food – bioactive food
- Assessment of the diet of different population groups
- Study of the impact of environmental and technological factors in the aspect of the obtained food quality
- Assessment of food quality in terms of ensuring health safety
- Defects and paramagnetic centres in oxide materials and semiconductors and interdisciplinary research using the EPR method
- Modelling and control of selected mechatronic systems

## 2.4. Publications of the researchers of the University of Rzeszów in the years 2018-2024 (in numbers)

<b>Publications with the UR affiliation</b>	<b>Total</b>	<b>with Impact Factor</b>	<b>Indexed by the Ministry</b>
Articles in Polish periodicals	4 208	463	4 170
Articles in foreign periodicals	3 725	2 949	3 709
Books in Polish	421	0	405
Books in a foreign language	52	0	46
Chapters in Polish	2 778	0	2 656
Chapters in a foreign language	1 149	0	1 109
<b>TOTAL</b>	<b>12 333</b>	<b>3 412</b>	<b>12 095</b>

## 3. Stages of implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers at the University of Rzeszów

### 3.1. Description of the phases of implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers at the University of Rzeszów

#### **Initial phase**

University of Rzeszów (UR), represented by the Rector, prof. Ph.D. Sylwester Czopek, on February 8, 2021, expressed support for the recommendations of the European Commission No. 2005/251/EC (Annex No. 1), pointing out the convergence of the principles of the European Charter for Researchers (Charter) and the Code of Conduct for the Recruitment of Researchers (Code) with the University's development strategy.

On February 19, 2021, the Rector appointed the Team for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów (Ordinance of the Rector of the University of Rzeszów No. 23/2021 of February 19, 2021). The Team conducted a gap analysis, reviewing the legal regulations in force as well as procedures and good practices. A survey was conducted aimed at checking opinion of the UR researchers on the compliance of the legal regulations and procedures binding at the UR with the principles of the European Charter for Researchers and the OTM-R (open, transparent and substantive recruitment of researchers). This resulted in the development of a comprehensive action plan allowing for the integration/adaptation of the regulations at the University of Rzeszów with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as the preparation of the OTM-R checklist.

Based on a detailed internal analysis of both legal regulations and practices used at the UR, as well as the analysis of the results of the survey carried out among the researchers and doctoral students of the UR regarding the implementation of the provisions of the Charter and Code at the University, areas that require improvement and corrective actions were identified (Resolution No. 81/

05/2021 of the Senate of the University of Rzeszów of May 27, 2021 regarding the opinion on the HR4R Strategy of the University of Rzeszów). On this basis, the HR4R UR Strategy for the years 2021-2023 was developed, containing an action plan, specifying the type and description of actions to be taken, and indicating which entities are responsible for implementing the action plan within a specific time frame.

In order to monitor the implementation of the provisions of the Charter and Code, a Team for monitoring the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów, called the Monitoring Team, was established. The composition of the team and the scope of its tasks were determined by the Rector's Ordinance. The primary goal of the Monitoring Team is to ensure the quality and effectiveness of the actions undertaken consistently with the HR4R Strategy.

The Monitoring Team assessed the level of implementation of the action plan allowing for the integration/adjustment of the procedures operating at the University of Rzeszów with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers after 12 months from its acceptance. As a result of the analysis of the implementation level, on April 28, 2022, the HR4R Strategy of UR was updated (Resolution No. 158/04/2022 of the Senate of UR of April 28, 2022).

On February 11, 2021, the European Commission informed the University of Rzeszów about initiating a procedure aimed at including our University among the institutions supporting the provisions of the Charter and Code. On May 11, 2022, the European Commission awarded the University of Rzeszów the prestigious "HR Excellence in Research" logo.

## **Implementation phase**

The actions taken until December 31, 2023 included those specified in the HR4R Strategy of the University of Rzeszów, aimed at implementing a plan of corrective and improvement actions allowing for the integration/adaptation of the procedures operating at the University of Science and Technology with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

In the period from March to July 2023, the second survey was conducted among the UR employees and doctoral students to verify the level of implementation at the University of Rzeszów of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów and to provide the data for the Interim Assessment. 575 employees and doctoral students took part (35.5% of the group eligible) in the survey conducted online, which was preceded by an information campaign regarding the activities carried out at the UR during the implementation of the HR4R strategy. The results are discussed in section 5 of this document. There was a high percentage of responses "It's hard to say", which may result not only from the respondents' low level of knowledge regarding the level of implementation of a given principle of the Charter or the Code, but also from the fact that the questions were formulated to refer as closely as possible to the principles of the Charter and the Code, which could have made the questions complex and difficult for respondents to give a clear answer to.

On September 25, 2023, the Rector appointed the Team for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów, modifying its composition. The Team's task was to assess the survey results in relation to the solutions operating in the University of Rzeszów and, together with the Monitoring Team, propose new actions or continuation of the ones in updating the action plan described in the HR4R UR Strategy. On the basis of the results of the second survey and the analysis of the level of implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers the HR4R UR Strategy for the years 2024-2026 has been prepared and submitted for approval by the Senate on January 25, 2024. The Strategy was accepted by the Senate with the Resolution No. 310/1/2024.

## 3.2. Modification of the Working Group composition

Pursuant to the Ordinance of the Rector of the University of Agriculture No. 130/2023 of September 25, 2023, a new Team for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów (Working Group) was established, with the following composition:

- dr hab. Maciej Wnuk, prof. UR – Head of the Team – R<sub>3</sub>
- prof. dr hab. Lucyn Leniowska – R<sub>4</sub>
- dr hab. Anna Koziorowska, prof. UR – R<sub>3</sub>
- dr hab. Elżbieta Rokosz, prof. UR R<sub>3</sub>
- dr Jakub Czopek – R<sub>2</sub>
- dr Piotr Matłós – R<sub>2</sub>
- mgr Aneta Haligowska – representative of doctoral students, R<sub>1</sub>

### 3.2.1. Working group methodology

Between March and July 2023, a new survey was conducted among employees and doctoral students of the University of Rzeszów concerning the conditions of work, recruitment and employment of researchers at the UR to identify gaps in the provisions of internal legal regulations and procedures and practices at the University with reference to the implementation of the principles of the Charter and the Code. The study was conducted using the diagnostic survey method in the form of an online questionnaire very similar to the one conducted in 2021.

At the first formal meeting of the new Team for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów, which took place on October 13, 2023, the work methodology, the concept of further implementing the principles of the Charter and the Code were established, the survey results were discussed, further actions were proposed.

In the period from October to December 2023, the Team prepared recommendations for the Monitoring Team. On December 1, 2023, a meeting of the Monitoring Team with representatives of the Team for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów was held, during which the results of the survey among research workers of the University of Rzeszów were discussed. This resulted in the preparation of a list of proposed further actions.

After the meeting, members of the Team for the Implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów prepared a continuation of the HR4R Strategy of UR for 2024-2026, which was approved by the UR Senate on January 25, 2024.

## 4. Current legal regulations

Table 2 below presents the list the binding legal regulations as well as procedures and practices used at the UR with reference to their compliance with the principles of the Charter and the Code. Columns two and three contain information about the proposed corrective actions where the aspect requires them and about the subject that will be responsible for preparing them.

Table 2. An analysis of national legislation and internal regulations with reference to the Charter and the Code principles and information about the gaps identified

<b>Professional and ethical aspects</b>		
<b>1. Research freedom</b>		
<p>Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g., for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.</p>		
Current institutional regulations and/or practices mandatory at the UR as of December 31, 2023	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• The Code of Ethics of Academic Teachers</li> <li>• Resolution of the Senate of the University of Rzeszów of 30 January 2020 on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources.</li> <li>• Resolution of the Senate of the University of Rzeszów on the policy of open access to scientific publications together with the research data collected in the scientific units of the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations of using the research infrastructure at the UR</li> <li>• Statute of the University of Rzeszów</li> <li>• The strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>• Ordinance of the Rector of the UR on Regulations of granting funds for internal grants for young researchers</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous implementation of the Development Strategy of the University of Rzeszów for 2021-2030 in terms of improving the quality of scientific and artistic activities, and an increase in the number of scientific disciplines with a high scientific category, as well as the development of cooperation between interdisciplinary research teams</li> <li>• Monitoring compliance with the Scientific Policy of the UR</li>   <li>• Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</li> </ul>	<p>UR Rector, Vice-Rector for individual colleges, Heads of Institutes</p> <p>HR Department/Working Group – the survey</p>

<ul style="list-style-type: none"> <li>• Resolution of the Senate of the University of Rzeszów on the Scientific Policy of the University of Rzeszów.</li> <li>• Regulations of the Doctoral School at the University of Rzeszów.</li> <li>• Regulations of the Technology Transfer Center of the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Interdisciplinary Center for Preclinical and Clinical Research of the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Center for Innovation and Transfer of Technical and Natural Knowledge of the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Interdisciplinary Center for Computer Modeling.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Center for Innovative Technologies.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Center for Research on the Polish Diaspora and Poles in the World at the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Podkarpackie Environmental Innovation and Research Center.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Academic Center for Improvement of Administration within the Faculty of Law and Administration.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Inter-university Scientific Research Center "Filioque".</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Center for Regional and Cross-border Research of the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Center for Documentation of Contemporary Sacred Art.</li> </ul>		
--	--	--

<ul style="list-style-type: none"> <li>• Resolution of the Senate of the University of Rzeszów on expressing an opinion on the Science Policy Program of the University of Rzeszów.</li> <li>• Order of the Rector of the University of Rzeszów regarding the Research Data Regulations of the University of Rzeszów</li> </ul> <p>Good Practices</p> <ul style="list-style-type: none"> <li>• Functioning of internal regulations of UR Research Centers.</li> <li>• Launching of a research data repository by the UR Library</li> </ul>		
<p><b>2. Ethical principles</b></p> <p>Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• The Code of Ethics of Academic Teachers</li> <li>• Resolution of the Senate of the University of Rzeszów on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>• Statute of the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>• Resolution of the Senate of the University of Rzeszów on the policy of open access to scientific publications together with the research data collected in the scientific units of the University of Rzeszów.</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources</li> <li>• Ordinance of the Rector of the UR of 16.10.2020 Regulations of granting funds for internal grants for young researchers</li> <li>• Resolution of the Senate of the University of Rzeszów on appointing Senate Commissions and Disciplinary Commissions for the 2020-2024 term</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

<ul style="list-style-type: none"> <li>Regulations of the Bioethical Commission at the University of Rzeszów</li> </ul>		
<p><b>3. Professional responsibility</b></p> <p>Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>The Code of Ethics of Academic Teachers</li> <li>Resolution of the Senate of the University of Rzeszów on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>Resolution of the Senate of the University of Rzeszów on the Regulations of the University Technology Transfer Centre</li> <li>Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources</li> <li>Resolution of the Senate of the University of Rzeszów of on the policy of open access to scientific publications together with the research data collected in the scientific units of the University of Rzeszów.</li> <li>Statute of the University of Rzeszów.</li> <li>Resolution of the Senate of the University of Rzeszów on the strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>Ordinance of the Rector of the UR on the Regulations of granting funds for internal grants for young researchers</li> <li>Order of the Rector of the University of Rzeszów regarding the Research Data Regulations of the University of Rzeszów together with the Regulations of the Research Data Repository of the University of Rzeszów, which regulates the rules for storing and sharing research data generated by UR employees</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>



<p>Good practices:</p> <ul style="list-style-type: none"> <li>• Functioning of the Disciplinary Committee for Academic Teachers in the UR</li> <li>• Launching the research data repository by the UR Library</li> <li>• The UR Senate gives opinions on candidates for members of the Disciplinary Committee at the General Council of Science and Higher Education</li> </ul>		
<p><b>4. Professional attitude</b></p> <p>Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów on the procedures for realisation of the projects at the UR co-financed from the EU funds, requiring personal data processing</li> <li>• Statute of the University of Rzeszów</li> <li>• Strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources</li> <li>• Resolution of the Senate of the University of Rzeszów of 30 January 2020 on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>• Ordinance of the Rector of the University of Rzeszów on: submitting projects financed from external sources and for gathering documentation on projects and research services at the Department of Research and Projects</li> <li>• Regulations for awarding financial resources for university grants for young scientists</li> <li>• Regulations of the Bioethics Committee at the University of Rzeszów</li> </ul>	<p>Creation of precise rules for administrative support in the implementation of projects implemented from external sources</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Senate Science Commission/Chancellor</p> <p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

## 5. Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g., thesis, publications, patents, reports, new products development, etc.) as set out in the terms and conditions of the contract or equivalent document.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities from own funds.</li> <li>• Resolution of the Senate of the University of Rzeszów on the management of copyrights, related rights and industrial property rights and the principles of commercialization.</li> <li>• Order of the Rector of the University of Rzeszów on submitting projects financed from external funds and collecting documentation regarding research projects and services in the Science and Projects Department</li> <li>• Regulations for awarding financial resources for university grants for young scientists</li> <li>• Regulations of the Bioethics Committee at the University of Rzeszów</li> </ul> <p><u>Good practice:</u></p> <ul style="list-style-type: none"> <li>• Introduction of the Personal Data Security Policy and the Instruction for the management of IT systems used for the processing of personal data at the University of Rzeszów</li> <li>• Ordinance regarding the organization and updating of documentation related to the processing of personal data at the University of Rzeszów</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

## 6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible and the deadline
<ul style="list-style-type: none"> <li>• Regulations on awarding public procurement at the University of Rzeszów</li> <li>• Code of Ethics for Academic Teachers</li> <li>• Ordinance of the Rector of the University of Rzeszów on procedures for the implementation of projects carried out at the University of Rzeszów co-financed by the European Union, requiring the processing of personal data</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities from own funds.</li> <li>• Work regulations of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: submitting projects financed from external funds and collecting documentation regarding research projects and services in the Science and Projects Department.</li> <li>• Ordinance of the Rector of the University of Rzeszów on the organization and updating of documentation related to the processing of personal data at the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the Policy of open access to scientific publications along with research data obtained in scientific units of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding the Research Data Regulations of the University of Rzeszów together with the Regulations of the Research Data Repository of the</li> </ul>	<p>Creation of precise rules for administrative support in the implementation of projects implemented from external sources</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Senate                      Science Commission/Chancellor</p> <p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

<p>University of Rzeszów, which regulates the rules for storing and sharing research data generated by UR employees</p> <ul style="list-style-type: none"> <li>• Ordinance of the Rector on the establishment of the Team for Security of IT Resources at the University of Rzeszów</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• Functioning of the Disciplinary Commission for Academic Teachers in the UR</li> </ul>		
<p><b>7. Good practice in research</b></p> <p>Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g., by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible and the deadline</p>
<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources.</li> <li>• Ordinance of the Rector UR on assessing occupational risk at workplaces at the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the policy of open access to scientific publications together with the research data collected in the scientific units of the University of Rzeszów.</li> <li>• Ordinance of the Rector of the University of Rzeszów on the procedures for realisation of the projects at the UR co-financed from the EU funds, requiring personal data processing</li> <li>• Ordinance of the Rector of the University of Rzeszów of on the appointment of the Team for IT Data Protection at the UR</li> <li>• Ordinance of the Rector of the University of Rzeszów of on the instructions of IT systems management, including creation of backup copies</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów regarding: how to ensure safe and hygienic working and educational conditions at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów in accordance with §8 of the Regulation of the Minister of Labor and Social Policy of December 1, 1998 on occupational health and safety at positions equipped with screen monitors (Journal of Laws No. 148, item 973)</li> <li>• Ordinance of the Rector of the University of Rzeszów on the assessment of occupational risk at workplaces at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: examination and measurement of factors harmful to health at workplaces</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: waste management</li> <li>• Ordinance of the Rector of the University of Rzeszów on personal protective equipment, clothing, work footwear at work and study positions at the University of Rzeszów and their expected periods of use</li> <li>• Resolution of the Senate of the University of Rzeszów on the Policy of open access to scientific publications along with research data obtained in scientific units of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on procedures for the implementation of projects conducted at the University of Rzeszów co-financed by the European Union, requiring the processing of personal data</li> <li>• Ordinance of the Rector of the University of Rzeszów on the establishment of the Data Security Team at the University of Rzeszów</li> <li>• Work Regulations of the University of Rzeszów.</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding the introduction of the IT Systems Management Instruction, which describes the guidelines for creating backup copies.</li> </ul>		
---	--	--

<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów regarding the Research Data Regulations of the University of Rzeszów together with the Regulations of the Research Data Repository of the University of Rzeszów, which regulates the rules for storing and sharing research data generated by UR employees</li> </ul> <p>Good practice:</p> <ul style="list-style-type: none"> <li>• Ordinance of the Rector on procedures for the implementation of projects carried out at the University of Rzeszów co-financed by the European Union, requiring the processing of personal data</li> <li>• Establishment of the Data Security Team at UR</li> <li>• Introduction of the Personal Data Security Policy and the Instruction for the management of IT systems used for the processing of personal data at the University of Rzeszów</li> <li>• Launching a research data repository by BUR</li> <li>• Functioning of dedicated places for working with genetically modified microorganisms subject to control by external institutions.</li> </ul>		
<p><b>8. Dissemination, exploitation of results</b></p> <p>All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g., communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible and the deadline</p>
<ul style="list-style-type: none"> <li>• Resolution of the Senate of the University of Rzeszów on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources</li> <li>• Resolution of the Senate of the University of Rzeszów of on the Regulations of the University Technology Transfer Centre</li> </ul>	<p>Systematic updating of information on the website of the University of Rzeszów in all languages it functions in, of individual Colleges of the University, as well as continuous dissemination in the media of the information about the achievements of the researchers.</p>	<p>UR Colleges/ Institutes</p>

<ul style="list-style-type: none"> <li>• Resolution of the Senate of the University of Rzeszów of on the policy of open access to scientific publications together with the research data collected in the scientific units of the University of Rzeszów.</li> <li>• Statute of the University of Rzeszów.</li> <li>• The strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>• Resolution of the Senate of the University of Rzeszów of on creation of „INVENTUR”, a limited liability corporation</li> <li>• Ordinance of the Rector of the University of Rzeszów on establishing the Social and Economic Council at the College of Natural Sciences of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: establishing the Team for rankings and building the academic image of the University of Rzeszów.</li> <li>• Order of the Rector of the University of Rzeszów regarding the Regulations of Research Data of the University of Rzeszów together with the Regulations of the Research Data Repository of the University of Rzeszów, which regulates the principles of storing and sharing research data generated by UR employees.</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• Launching a research data repository by the UR Library.</li> <li>• Publishing information about the results of scientific research on the UR websites.</li> <li>• Launching the promotion of scientific activities of UR researchers by recording a series of films in the form of podcasts.</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>
<p><b>9. Public engagement</b></p> <p>Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public’s understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public’s concerns.</p>		

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations of the University Technology Transfer Centre</li> <li>• Resolution of the Senate of the University of Rzeszów on the strategy of development of the University of Rzeszów for the years 2021-2030</li> <li>• Ordinance of the Rector of the University of Rzeszów on collecting and providing access to electronic versions of the scientific and didactic materials created by the UR employees by the UR Library</li> <li>• Resolution of the Senate of the University of Rzeszów on the establishment of the Social Council of the University Clinical Hospital.</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• Functioning of Social and Economic Councils in the UR.</li> <li>• Functioning in the structures of the UR University of the Third Age.</li> <li>• Publishing information about the results of scientific research on the UR websites</li> <li>• Launching the promotion of scientific activities of UR employees by recording a series of films in the form of podcast.</li> <li>• Participation of UR employees in various councils, commissions and expert or opinion-giving teams associated with national or international institutions/entities.</li> </ul>	<p>Systematic updating of information on the website of the University of Rzeszów in all languages it functions in, of individual Colleges of the University, as well as continuous dissemination in the media of the information about the achievements of the researchers.</p> <p>Organization of open lectures for the public devoted to the most relevant research - one lecture a month, preceded by information in the media</p>	<p>Offices of the Institutes/College Offices</p> <p>Directors of the Institutes, College Offices, University of the Third Age</p>
<p><b>10. Non-discrimination</b></p> <p>No discrimination against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations of the University of Rzeszów</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for</p>	<p>Preparation of the survey – Working</p>



<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów on Law of establishing the Council of Young Researchers</li> <li>• Ordinance of the Rector of the University of Rzeszów on introducing policy of counteracting mobbing, discrimination and corruption at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on organisation of trainings on disability and non-discrimination for the UR employees</li> <li>• Ordinance of the Rector of the University of Rzeszów on appointing the Commission for counteracting mobbing, discrimination and corruption</li> <li>• Ordinance of the Rector of the University of Rzeszów on spokesman of the University of Rzeszów for non-discrimination</li> <li>• Ordinance of the Rector of the University of Rzeszów on the policy of counteracting mobbing, discrimination and corruption at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on appointing the working group for preparation of Gender Equality Plan for the University of Rzeszów</li> </ul> <p><u>Good practice</u></p> <ul style="list-style-type: none"> <li>• Launching websites devoted to the subject of equal treatment at the University of Rzeszów and counteracting mobbing and corruption</li> <li>• introduction mandatory training for employees of the University of Rzeszów regarding disability issues both among students and employees</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding disability awareness training for employees of the University of Rzeszów</li> <li>• Launching websites devoted to equal treatment at the University of Rzeszów and counteracting mobbing and corruption</li> </ul>	<p>Researchers by surveying new research workers after one year of employment</p>	<p>Group, distribution of the survey – HR Department</p>
---	---	--

<ul style="list-style-type: none"> <li>• Conducting anonymous surveys among employees on equal treatment at the University of Rzeszów and the phenomenon of mobbing.</li> <li>• Functioning of academic mediators appointed by the Rector of UR.</li> </ul>		
<p><b>11. Evaluation/appraisal system</b></p> <p>Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g., publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Work regulations of the University of Rzeszów</li> <li>• Resolution of the Senate on the Rules of remuneration of the employees of the University of Rzeszów.</li> <li>• Ordinance of the Rector of the University of Rzeszów of 19. 04.2017 on the criteria of employee appraisal</li> <li>• Ordinance of the Rector on the criteria for evaluating scientific activity of the UR researchers being the basis for the calculation of pro-quality remuneration</li> <li>• Ordinance of the Rector of the University of Rzeszów on the regulations for granting awards of the Rector of the University of Rzeszów</li> <li>• The strategy of development of the University of Rzeszów for the years 2021-2030</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>
<p style="text-align: center;"><b>Recruitment and selection</b></p>		
<p><b>12. Recruitment (the Charter)</b></p>		

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów - of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the proceedings for the competitions connected with employment of teachers and researchers</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding the rules and procedure for admission to the Doctoral School at the University of Rzeszów.</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• Advertisements regarding the employment of research and teaching staff are published on the University's website and on the website of the Ministry of Education and Science and on the websites of the European Commission in the European portal for mobile scientists, intended for publishing job offers for scientists (Euraxess).</li> <li>• Using eRecruiter electronic recruitment software.</li> </ul>	<p>Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

### 13. Recruitment (the Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

	Action required	Subject responsible
--	-----------------	---------------------

Current institutional regulations and/or practices mandatory at the UR		
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów - of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the proceedings for the competitions connected with employment of teachers and researchers</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding the rules and procedure for admission to the Doctoral School at the University of Rzeszów.</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• Using eRecruiter electronic recruitment software.</li> </ul>	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	Preparation of the survey – Working Group, distribution of the survey – HR Department
<p><b>14. Selection</b></p> <p>Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów - of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the proceedings for the competitions connected with employment of teachers and researchers</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding the rules and procedure for admission to the Doctoral School at the University of Rzeszów.</li> </ul>	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	Preparation of the survey – Working Group, distribution of the survey – HR Department

<p>Good practices:</p> <ul style="list-style-type: none"> <li>Using eRecruiter electronic recruitment software.</li> </ul>		
<p><b>15. Transparency</b></p> <p>Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>Ordinance of the Rector of the University of Rzeszów on the proceedings for the competitions connected with employment of teachers and researchers</li> <li>Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>Regulations on the appointment and operation of research teams, as well as the criteria and procedure for appointing a research team leader</li> </ul> <p>Good practice</p> <ul style="list-style-type: none"> <li>Using eRecruiter electronic recruitment software.</li> </ul>	<p>Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>
<p><b>16. Judging merit</b></p> <p>The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>Statute of the University of Rzeszów</li> </ul>		

<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów regarding the Regulations for Rector’s Awards</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria for assessing the scientific, teaching and organizational activities of researchers of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: conducting periodic evaluation of academic teachers</li> <li>• Ordinance of the Rector of the University of Rzeszów on determining the rules for conducting competition procedures for the employment of academics for research, research and teaching and teaching positions</li> <li>• Ordinance of the Rector of the University of Rzeszów on the introduction of the Policy of open, transparent and substantive recruitment of employees for research, research and teaching and teaching positions (OTM-R) at the University of Rzeszów.</li> <li>• Regulations on the appointment and operation of research teams, as well as the criteria and procedure for appointing a research team leader</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding the rules and procedure for admission to the Doctoral School at the University of Rzeszów</li> </ul>	<p>Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>
<p><b>17. Variations in the chronological order of CVs</b>  Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów of 08.11.2021 on the implementation of OTM-R policy at University of Rzeszów</li> </ul>	<p>Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees</p>	<p>Preparation of the survey – Working Group, distribution of the survey – HR Department</p>

<p><b>18. Recognition of mobility experience</b>  Any mobility experience, e.g., a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Resolution of the Senate on accepting the new employee appraisal form for the years 2022-2024</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria of employee appraisal for the years 2022-2024</li> </ul>	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	Preparation of the survey – Working Group, distribution of the survey – HR Department
<p><b>19. Recognition of qualifications</b>  Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including nonformal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Resolution of the Senate on accepting the new employee appraisal form for the years 2022-2024</li> <li>• Ordinance of the Rector of the University of Rzeszów of 22 December 2021 on the criteria of employee appraisal for the years 2022-2024</li> </ul>	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	Preparation of the survey – Working Group, distribution of the survey – HR Department

<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów regarding the rules and procedure for admission to the Doctoral School at the University of Rzeszów</li> <li>• Regulations on entrusting the duties of a visiting professor at the University of Rzeszów resulting from a civil law contract.</li> </ul>		
<p><b>20. Seniority</b>  The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Resolution of the Senate on accepting the new employee appraisal form for the years 2022-2024</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria of employee appraisal for the years 2022-2024</li> </ul>	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	Preparation of the survey – Working Group, distribution of the survey – HR Department
<p><b>21. Postdoctoral appointments</b>  Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> </ul>	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	Preparation of the survey – Working Group, distribution of



<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Resolution of the Senate on accepting the new employee appraisal form for the years 2022-2024</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria of employee appraisal for the years 2022-2024</li> <li>• Regulations on the appointment and operation of research teams, as well as the criteria and procedure for appointing a research team leader</li> </ul>		the survey – HR Department
<b>Working conditions</b>		
<p><b>22. Recognition of the profession</b></p> <p>All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g., employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations for carrying out activities in proceedings for the award of a doctoral degree and a habilitated doctor degree conducted at the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations for awarding the title of Honorary Professor of the University of Rzeszów</li> <li>• Work regulations of the University of Rzeszów</li> <li>• Regulations of the Doctoral School of the University of Rzeszów</li> <li>• Regulations on the appointment and operation of research teams, as well as the criteria and procedure for appointing a research team leader</li> </ul>	<p>Monitoring compliance with the Scientific Policy of the UR</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>UR Rector, Vice-Rector for individual colleges, Heads of Institutes</p> <p>HR Department/Working Group – the survey</p>

**23. Research environment**

Ensuring that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Statute of the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations for carrying out activities in proceedings for the award of a doctoral degree and a habilitated doctor degree conducted at the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations for awarding the title of Honorary Professor of the University of Rzeszów</li> <li>• Work regulations of the University of Rzeszów</li> <li>• Regulations of the Doctoral School of the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on expressing an opinion on the Science Policy Program of the University of Rzeszów.</li> <li>• Regulations of the Doctoral School at the University of Rzeszów.</li> <li>• Regulations on the appointment and operation of research teams, as well as the criteria and procedure for appointing a research team leader</li> </ul>	<p>Monitoring compliance with the Scientific Policy of the UR</p> <p>Regular reviewing the technical and scientific facilities and equipment and informing the academic community on the webpages of the UR units about its condition as well as on possibilities of cooperation between researchers and of sharing the reviewed equipment.</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>Vice-rectors for the Colleges</p> <p>HR Department/Working Group – the survey</p>

**24. Working conditions**

Ensuring that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They

should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• Regulations on the remuneration of employees of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the principles of teaching classes at the University of Rzeszów using distance learning methods and techniques.</li> <li>• Ordinance of the Rector of the University of Rzeszów specifying the rules for granting consent to academic teachers for additional employment outside the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on establishing the detailed scope of duties of academic teachers at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the principles of delegation and settlement of business trips of employees of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the principles of reducing the teaching load for academic teachers</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: appointment of the Academic Ombudsman</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: academic mediation</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>HR Department/Working Group – the survey</p>
<p><b>25. Stability and permanence of employment</b></p> <p>Ensuring that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations of the University of Rzeszów</li> <li>• Statute of the University of Rzeszów</li> <li>• the Scientific Policy of the University of Rzeszów</li> </ul>	<p>Monitoring compliance with the Scientific Policy of the UR</p>	<p>Vice-rectors for the Colleges</p>

<ul style="list-style-type: none"> <li>• Regulations on the remuneration of employees of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria for the evaluation of academic teachers for the years 2022-2024</li> <li>• Regulations for carrying out activities in proceedings for awarding doctoral degrees and doctor habilitated degrees conducted at the University of Rzeszów.</li> <li>• Ordinance of the Rector of the University of Rzeszów on establishing the detailed scope of duties of academic teachers at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on establishing the Regulations of the Company Social Benefits Fund</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: detailed rules for assigning management of departments, departments, workshops and laboratories at the University of Rzeszów due to professional qualifications</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>HR Department/Working Group – the survey</p>
<p><b>26. Funding and salaries</b></p> <p>Ensuring that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Work regulations of the University of Rzeszów</li> <li>• Resolution Senate on the Rules of remuneration of the employees of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria for evaluating scientific activity of the UR researchers being the basis for the calculation of pro-quality remuneration in the years 2021-2024</li> <li>• Regulations on entrusting the duties of a visiting professor at the University of Rzeszów resulting from a civil law contract</li> <li>• Ordinance of the Rector of the University of Rzeszów on the procedure for determining the amount of remuneration subject to the 50% rate of tax-deductible costs.</li> <li>• Ordinance of the Rector of the University of Rzeszów on establishing the Regulations of the Company Social Benefits Fund</li> </ul>	<p>Consistent implementation of the rules of remuneration of employees of the University of Rzeszów for an above-average scientific activity.</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>Vice-rectors for the Colleges</p> <p>HR Department/Working Group – the survey</p>

<p>Good practices</p> <ul style="list-style-type: none"> <li>• Ordinance of the Rector on determining the amount of monthly income per person in the family of a student/doctoral student entitling him or her to apply for a social scholarship and determining the amount of benefits for students and doctoral students of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on the principles of delegation and settlement of business trips of employees of the University of Rzeszów</li> </ul>		
<p><b>27. Gender balance</b></p> <p>Representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on introducing policy of counteracting mobbing, discrimination and corruption at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on appointing the spokesman of the University of Rzeszów for non-discrimination</li> <li>• Ordinance of the Rector of the University of Rzeszów on the policy of counteracting mobbing, discrimination and corruption at the University of Rzeszów</li> <li>• Gender Equality Plan for the University of Rzeszów</li> </ul>	<p>Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>HR Department/Working Group – the survey</p>
<p><b>28. Career development</b></p> <p>Drawing up a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and</p>		

professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations of the University of Rzeszów</li> <li>• Resolution Senate on the Rules of remuneration of the employees of the University of Rzeszów</li> <li>• Statute of the University of Rzeszów</li> <li>• Scientific Policy of the University of Rzeszów.</li> <li>• Ordinance of the Rector of the University of Rzeszów on the implementation of OTM-R policy at University of Rzeszów</li> <li>• Regulations for carrying out activities in proceedings for the award of doctoral degrees and habilitated doctor degrees conducted at the University of Rzeszów</li> </ul>	<p>Monitoring compliance with the Scientific Policy of the UR</p> <p>Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>Vice-rectors for the Colleges</p> <p>HR Department/Working Group – the survey</p>

**29. Value of mobility**

Employers and/or funders must recognise the value of geographical, intersect oral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
--	-----------------	---------------------

<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of University of Rzeszów</li> <li>• Resolution of the Senate on accepting the new employee appraisal form for the years 2022-2024</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria of employee appraisal for the years 2022-2024</li> <li>• Regulations on entrusting the duties of a visiting professor at the University of Rzeszów resulting from a civil law contract</li> </ul>	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/Working Group – the survey
<p><b>30. Access to career advice</b></p> <p>Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> </ul> <p>Good practice</p> <ul style="list-style-type: none"> <li>• Information about senior researchers who can be contacted regarding various aspects of career counseling can be found on the UR website</li> </ul>	<p>Providing career counseling for researchers.</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>Vice-rectors for the Colleges</p> <p>HR Department/Working Group – the survey</p>
<p><b>31. Intellectual property rights</b></p> <p>Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&amp;D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible

<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów on introduction of the Regulations for legal protection and use of intellectual property at the University of Rzeszów</li> <li>• Resolution of the Senate of the University of Rzeszów on adoption of the Regulations for the management of copyrights, related rights and industrial property rights and commercialization rules</li> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> </ul>	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/Working Group – the survey	
<p><b>32. Co-authorship</b></p> <p>Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s).</p>			
	Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• The Code of Ethics of Academic Teachers</li> <li>• Resolution of the Senate of the University of Rzeszów on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>• Ordinance of the Rector of the University of Rzeszów on introduction of the Regulations for legal protection and use of intellectual property at the University of Rzeszów</li> <li>• Work regulations at the University of Rzeszów</li> </ul>	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/Working Group – the survey	
<p><b>33. Teaching</b></p> <p>Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early-stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.</p>			



Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University on the rules for reducing the teaching load for academic teachers</li> <li>• Resolution of the Senate on accepting the new employee appraisal form for the years 2022-2024</li> <li>• Ordinance of the Rector of the University of Rzeszów on the criteria of employee appraisal for the years 2022-2024</li> </ul>	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/Working Group – the survey
<p><b>34. Complaints/Appels</b></p> <p>Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/ appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible and the deadline
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów on appointing the Commission for counteracting mobbing, discrimination and corruption</li> <li>• Ordinance of the Rector of the University of Rzeszów on organization of receiving, processing and handling complaints and appeals at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów of the spokesman of the University of Rzeszów for non-discrimination</li> <li>• Ordinance of the Rector of the University of Rzeszów on the policy of counteracting mobbing, discrimination and corruption at the University of Rzeszów (the document includes the procedure for making complaints and a form for submitting it)</li> <li>• Ordinance of the Rector of the University of Rzeszów regarding: appointment of the Academic Ombudsman</li> </ul>	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/Working Group – the survey

<ul style="list-style-type: none"> <li>• Ordinance of the Rector of the University of Rzeszów regarding: academic mediation</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• Functioning of the Equal Treatment Committee in the UR</li> <li>• The functioning of an academic ombudsperson at the UR in order to support all people from the university community in amicably resolving conflicts, disputes and tensions and promoting high ethical standards in academic life</li> <li>• Functioning of academic mediators appointed by the Rector of UR</li> </ul>		
<p><b>35. Participation in decision-making bodies</b></p> <p>Recognising it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• Electoral Regulations of the University of Rzeszów</li> </ul> <p>Good practices:</p> <ul style="list-style-type: none"> <li>• UR employees have the opportunity to form and join trade unions <ul style="list-style-type: none"> <li>➢ NSZZ "Solidarność" of the University of Rzeszów</li> <li>➢ Polish Teachers' Union (ZNP)</li> </ul> </li> </ul>	<p>Periodic meetings of the university/College authorities with College employees</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>Rector's Office/College Offices</p> <p>HR Department/Working Group – the survey</p>
<p style="text-align: center;"><b>Training and development</b></p>		
<p><b>36. Relations with supervisors</b></p> <p>Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings,</p>		

obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• The Regulations of Doctoral School of the University of Rzeszów</li> <li>• The Code of Ethics of Academic Teachers</li> <li>• Ordinance of the Rector of the University of Rzeszów of 04.02.2022 on the detailed principles for appointing the heads of departments and chairs or laboratories based on professional qualifications.</li> <li>• Regulations on the appointment and operation of research teams, as well as the criteria and procedure for appointing a research team leader</li> <li>• Ordinance of the Rector of the University of Rzeszów on the detailed tasks of the Internal Education Quality Assurance System at the Doctoral School of the University of Rzeszów</li> </ul>	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/Working Group – the survey
<p><b>37. Supervision and managerial duties</b></p> <p>Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.</p>		
Current institutional regulations and/or practices mandatory at the UR	Action required	Subject responsible
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• The Regulations of Doctoral School of the University of Rzeszów</li> <li>• The Code of Ethics of Academic Teachers</li> <li>• Resolution No. 528/01/2020 of the Senate of the University of Rzeszów of 30 January 2020 on the management of copyrights, related rights and industrial property rights and on the principles of commercialization.</li> <li>• Ordinance of the Rector of the University of Rzeszów on financing and documenting scientific activities financed from own resources</li> </ul>	<p>Monitoring compliance with the Scientific Policy of the UR</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by</p>	<p>Vice-rectors for the Colleges</p> <p>HR Department/Working Group – the survey</p>

<ul style="list-style-type: none"> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations of the University Technology Transfer Centre</li> <li>• Resolution of the Senate of the University of Rzeszów on the policy of open access to scientific publications together with the research data collected in the scientific units of the University of Rzeszów.</li> <li>• Resolution of the Senate of the University of Rzeszów on the Regulations of using the research infrastructure at the UR</li> <li>• Ordinance of the Rector of the University of Rzeszów on the detailed principles for appointing the heads of departments and chairs or laboratories based on professional qualifications</li> </ul>	<p>surveying new researchers after a year of employment</p>	
<p><b>38. Continuing Professional Development</b></p> <p>Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> </ul> <p>Good practice:</p> <ul style="list-style-type: none"> <li>• Availability of information about training in the commercialization of scientific results on the UCTT website</li> </ul>	<p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>HR Department/Working Group – the survey</p>
<p><b>39. Access to research training and continuous development</b></p> <p>Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, takeup and effectiveness in improving competencies, skills and employability.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>

<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• Ordinance of the Rector of the University of Rzeszów of 19.10.2020 on establishing the Council of Young Researchers</li> <li>• Ordinance of the Rector of the UR on Regulations of granting funds for internal grants for young researchers</li> </ul> <p>Good practice: information on available training, grants and fundraising opportunities is sent monthly by email to the researchers and it is also published on the UR website</p>	<p>Disseminating within UR colleges information on available training, grants and fundraising opportunities</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>College Offices</p> <p>HR Department/Working Group – the survey</p>
<p><b>40. Supervision</b></p> <p>Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.</p>		
<p>Current institutional regulations and/or practices mandatory at the UR</p>	<p>Action required</p>	<p>Subject responsible</p>
<ul style="list-style-type: none"> <li>• Work regulations at the University of Rzeszów</li> <li>• The Statute of the University of Rzeszów</li> <li>• Regulations of the doctoral school of the University of Rzeszow</li> <li>• Ordinance of the Rector of the University of Rzeszów on the detailed tasks of the Internals System of Quality Assurance in the UR Doctoral School</li> </ul>	<p>Monitoring compliance with the Scientific Policy of the UR</p> <p>Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment</p>	<p>Vice-rectors for the Colleges</p> <p>HR Department/Working Group – the survey</p>

## 5. The survey results

### 5.1. The concept of the survey and its organisation

The aim of the second survey was to learn the opinions of employees of the University of Rzeszów on the implemented improvements and corrective actions proposed in the strategy developed by the University of Rzeszów regarding the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów. The study was carried out as part of the Interim Assessment of the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów.

The interim assessment covered the degree of implementation of the 40 principles recommended by the European Commission as part of the European HR Strategy for Researchers in terms of improving the employment conditions and recruitment of researchers in accordance with Human Resources Strategy for Researchers-HRS<sub>4</sub>R.

During a working meeting, the Team for the Implementation of the European Charter for Researchers and the Code of Conduct determined the content of the online survey questionnaire based on the above-mentioned principles. The survey included 40 questions regarding the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów and 6 questions regarding the characteristics of the study group. The results and conclusions resulting from the study were submitted to the Chairwoman of the Monitoring Team. The content of the survey was very similar to the content of the survey conducted in March 2021. In the new survey several questions were modified so that they correspond both numerically and in content to the principles contained in the above-mentioned documents, i.e. the new survey was 6 questions shorter than the first survey.

The anonymous survey was made available to employees and PhD students of the University of Rzeszów in the FORMS application. The survey was carried out from April 3, 2023 to July 15, 2023. The survey was made available to employees and doctoral students of the University of Rzeszów electronically via the link <https://forms.office.com/e/ZzPviMaG47> sent by e-mail with a request to be completed by academic teachers, scientific and technical workers, engineering and technical workers and doctoral students.

### 5.2. Characteristics of the surveyed population

The group eligible for the study was established on the basis of the information received from the Human Resources Department of the University of Rzeszów and the Doctoral School of the University of Rzeszów at 1,620 people. The detailed distribution of the study group is presented in Table 3.

Table 3. The surveyed population

	Status	Number
1.	Academic teachers in the didactic group	567
2.	Academic teachers in the research and teaching group	773
3.	Academic teachers in the research group	6
4.	Engineering and technical staff	93
5.	Research and technical staff	42
6.	PhD students (UR Doctoral School)	107
7.	PhD students (old system)	32
<b>Total</b>		<b>1620</b>

The study results were obtained based on the aggregation of data from 575 completed questionnaires, which constitutes 35.5% of all eligible participants.

Table 4. The surveyed population

	Self-declared academic status of the respondents	Number of answers	%
1.	Academic teachers in the didactic group	138	2.6
2.	Academic teachers in the research and teaching group	366	63.7
3.	Academic teachers in the research group	15	24.0
4.	Engineering and technical staff/ Research and technical staff	28	4.9
5.	PhD student	28	4.9
<b>Total</b>		<b>575</b>	<b>100</b>

Table 5. Respondents' gender

Self-declared gender of the respondents	Number of answers	%
Females	310	54
Males	260	45
No answer	5	1
<b>Total</b>	<b>575</b>	<b>100.0</b>

Table 6. Self-declared age of the respondents

Self-declared age of the respondents	Number of answers	%
Poniżej 30 lat	55	9.6
30-40	148	25.7
41-50	185	32.2
51-60	144	25.0
61 +	40	7.0
No answer	3	0.5
<b>Total</b>	<b>575</b>	<b>100.0</b>

Table 7. Self-declared administrative units of the University of Rzeszów employing the respondents

Self-declared administrative units of the University of Rzeszów employing the respondents	Number of answers	%
College of Humanities	125	22
Medical College	146	25
College of Natural Sciences	161	28
College of Social Sciences	136	24

Other units	7	1
Ogółem	575	100.0

Table 8. Function at the administrative units of the University of Rzeszów in which the respondents are employed

Self-declared function at the administrative units of the University of Rzeszów employing the respondents	Number of answers	%
Employee in a managerial position (Head of the Department, Director of the Center, Director of the Institute, Deputy Director of the Institute or Center, Vice-Dean, Dean, Vice-Rector, Rector)	112	19.5
Employee with no administrative function	427	74.2
n/a - a doctoral student	28	4.9
No answer	8	1.4
Total	575	100.0

Table 9. Declared academic degree or title of the respondents

Declared academic degree or title	Number of answers	%
Mgr/mgr inż	113	19.6
Dr/dr inż.	273	47.5
Dr hab.	7	1.2
Dr hab. prof. UR	143	24.9
Prof. dr hab.	35	6.1
No answer	4	0.7
Total	571	100.0

### 5.3. Analysis of the degree of implementation of organizational, legal and procedural solutions used at the University of Rzeszów

In order to identify the degree of implementation of organizational solutions used at the University of Rzeszów and which are also the basis of the European Charter for Researchers and the related Code of Conduct for the recruitment of researchers, the following thresholds for the implementation of these solutions were adopted (the indicated percentages refer to the sum of positive answers):

- 0-25% - not implemented (-/-),
- 25.01-50% - partially implemented (-/+),
- 50.01-75% - mostly implemented (+/-),



75.01-100% - implemented (+/+).

Table 10 presents the individual rules and requirements applicable to researchers included in the European Charter for Researchers, the percentage of positive responses in the current survey, in the March 2021 survey, and an upward or downward trend in responses considered positive. In both studies, "Definitely yes" and "Rather yes" were considered positive responses.

There was a high percentage of responses "It's hard to say", which may result not only from the respondents' low level of knowledge regarding the level of implementation of a given principle of the Charter or Code, but also from the fact that the questions were formulated to refer closely to the principles of the Charter and Code, which made the questions complex and could have made it difficult for respondents to give a clear answer.

Table 10. The Charter and the Code principles versus the UR survey results:

General principles of the Charter and the Code	Percentage of positive answers in 2023	Percentage of positive answers in 2021	Change	Level of implementation at the UR
<b>Ethical and professional aspects</b>				
1. Research freedom	85,0	73.74	11.3 ↑	+/+
2. Ethical principles	83,8	79.83	4.0 ↑	+/+
3. Professional responsibility	84,5	81.74	2.8 ↑	+/+
4. Professional attitude	66,8	58.61 56.52	9.2 ↑	+/-
5. Contractual and legal obligations	73,0	69.04	4.0 ↑	+/-
6. Accountability	82,4	80.87	1.5 ↑	+/+
7. Good practice in research	80,3	74.26	6.0 ↑	+/+
8. Dissemination, exploitation of results	66,3	62.09	4.2 ↑	+/-
9. Public engagement	56,1	44.52	11.6 ↑	+/-
10. Non discrimination	73,4	69.91	3.5 ↑	+/-
11. Evaluation/ appraisal systems	55,1	91.48 56.35	18.8 ↓	+/-
<b>Recruitment and selection</b>				
12. Recruitment (Charter)	54,2	50.09 45.39	6.5 ↑	+/-
13. Recruitment (Code)	69,4	63.48 71.13 50.09	7.8 ↑	+/-
14. Selection (Code)	68,9	51.30 67.6	9.5 ↑	+/-
15. Transparency (Code)	57,3	30.26	27.0 ↑	+/-
16. Judging merit (Code)	61,4	51.30	10.1 ↑	+/-
17. Variations in the chronological order of CVs (Code)	59,8	49.91	9.9 ↑	+/-
18. Recognition of mobility experience (Code)	58,6	52.00	6.6 ↑	+/-
19. Recognition of qualifications (Code)	59,6	46.96	12.6 ↑	+/-

20. Seniority (Code)	70,1	63.13	7.0↑	+/-
21. Postdoctoral appointments (Code)	65,2	57.39	7.8↑	+/-
<b>Working conditions</b>				
22. Recognition of the profession	60,3	53.91	6.4↑	+/-
23. Research environment	55,7	54.43 55.30	0.9↑	+/-
24. Working conditions	64,2	57.74	6.5↑	+/-
25. Stability and permanence of employment	64,2	52.00	12.2↑	+/-
26. Funding and salaries	42,0	31.48	10.5↑	-/+
27. Gender balance	66,6	50.78	15.8↑	+/-
28. Career development	54,6	55.30	0.7↓	+/-
29. Value of mobility	47,8	63.13 36.00	1.7↓	-/+
30. Access to career advice	45,8	20.00	25.8↑	-/+
31. Intellectual Property Rights	66,0	52.00	14.0↑	+/-
32. Co-authorship	67,8	60.52	7.3↑	+/-
33. Teaching	43,0	36.70	6.3↑	-/+
34. Complains/ appeals	46,9	28.35 51.13	7.2↑	-/+
35. Participation in decision-making bodies	45,5	76.52	31.0↓	-/+
<b>Training and development</b>				
36. Relation with supervisors	67,8	66.26	1.5↑	+/-
37. Supervision and managerial duties	60,9	57.57	3.3↑	+/-
38. Continuing Professional Development	79,7	79.30	0.4↑	+/+
39. Access to research training and continuous development	66,0	58.43	7.6↑	+/-
40. Supervision	67,2	55.13	12.1↑	+/-

\*Red colour stands for partially implemented principles

↑ - signifies an increased number of positive answers in comparison with the results of 31.03.2021

↓ - signifies a lower number of positive answers in comparison with the results of 31.03.2021

## 5.3.1 Discussion of the results

### 5.3.1.1 Ethical and professional aspects

The data in Table 10 show that in terms of ethical and professional aspects at the University of Rzeszów, the following principles can be considered **fully implemented**: Research freedom, Ethical principles, Professional responsibility, Accountability, Good practice in research. As mostly implemented: Professional attitude, Contractual and legal obligations, Dissemination, exploitation of

results, Public engagement, Non-discrimination and Evaluation/ appraisal systems. There was a significant increase in the level of implementation from “mostly” to “fully implemented” in the following areas: Research freedom and Good practice in research. In the area of public involvement, the level of implementation increased from only partially implemented to mostly implemented. The level of implementation of other principles regarding ethical and professional aspects has not changed, despite the increase in positive responses.

Conclusion: As of July 15, 2023, there is no need to implement corrective actions in the field of ethical and professional aspects at the University of Rzeszów.

### 5.3.1.2 Recruitment and selection

The data contained in Table 10 show that in the area of Recruitment and selection at the University of Rzeszów, no area was recorded as fully implemented. In this area, the following principles can be considered as mostly implemented: Recruitment (the Charter), Recruitment (the Code), Selection (the Code), Transparency (provision of the Code), Judging merits (provision of the Code), Variations in the chronological order of CVs (the Code), Recognition of mobility experience (the Code), Recognition of qualifications (provision of the Code), Seniority (the Code), Postdoctoral appointments (the Code). A significant increase in the level of implementation from only partially implemented to largely implemented was noted in the following areas: Recruitment (the Charter), Transparency (the Code), Variations in the chronological order of CVs (the Code), Recognition of qualifications (the Code).

The level of implementation of other recruitment principles has not changed, despite an overall increase in positive responses. It should also be noted that in this area there was a high level of responses indicating a lack of knowledge regarding the existing and implemented solutions at the University of Rzeszów in the field of Recruitment, which resulted in numerous responses ranging from 18 to 31% classified as “hard to say”.

### 5.3.1.3 Working conditions

The data in Table 10 show that in the area of Working Conditions at the University of Rzeszów, no principle was recorded as fully implemented. In this area, the level defined as mostly implemented concerned: Recognition of the profession, Research environment, Working conditions, Stability and permanence of employment, Gender balance, Career development and Intellectual property rights. The respondents considered the following principles in the area of working conditions to be only partially implemented: Funding and salaries, Value of mobility, Access to career advice, Teaching, Complaints/appeals, Participation in decision-making bodies. In the area of Working Conditions, there was an increase in the level of implementation from not implemented to partially implemented in the area of Access to career advice. At the same time, there was a significant decrease in positive responses in the area of Participation in decision-making bodies. The decrease in positive responses in comparison to that of March 31, 2021 with regard to this principle was 31%. The number of answers indicating a lack of knowledge about the solutions applied at the University of Rzeszów, i.e. “it's hard to say”, was 30%. In turn, the group of respondents giving unambiguously negative answers, i.e. “Definitely not” and “Rather not”, accounted for 24%. It should also be noted that the assessment of individual principles in the questions about Working Conditions at the University of Rzeszów, which were shown as principles with an unchanged level of implementation, has also generally improved in many aspects, taking as an indicator the increase in the level of positive responses compared to the result of March 31, 2021. These are the following criteria: Recognition of the profession (increase by 6.4%), Working conditions (increase by 6.5%), Stability and permanence

of employment (increase by 12.2%), Funding and salaries (increase by 10.5%), Intellectual property rights (increase by 14.0%), Co-authorship (7.3% increase), Teaching (6.3% increase) and Complaints/Appeals (7.2% increase).

Conclusion: Further modification of the Employee Evaluation Card should be considered in terms of greater appreciation of researchers' teaching and mobility reflected in periodic evaluation (the currently binding Employee Evaluation Card is valid until the end of 2024), the possibility of modifying the remuneration system (e.g. taking into account an allowance to the salary for supervision of student groups and student projects), review of the rules for selecting employees for decision-making bodies at the University of Environmental Protection (commissions, scientific councils, etc.) in order to better protect collective interests. Regarding the periodic evaluation card, however, it should be remembered that the modified version of the card (taking into account mobility and, to a greater extent, teaching) has not yet been used, i.e. the respondents base their answers on their previous experience.

#### 5.3.1.4 Training and development

The data in Table 10 show that in the field of Training and Development at the University of Rzeszów, no principle was recorded as fully implemented. In this area, the level defined as mostly implemented concerned: Relation with supervisor, Supervision and managerial duties, Continuing professional development, Access to research training and continuous development, Supervision. In the field of Training and Development at the University of Rzeszów, there has been no significant change in implementation levels. However, in each criterion of this area there was an increase in the level of positive responses compared to March 31, 2021. The largest increase of as much as 12% in positive responses compared to March 31, 2021 was recorded for the Supervision principle.

#### 5.3.2 Conclusions

Only 6 out of 40 questions relating to the principles of the Charter and Code received unequivocally positive answers (over 75%). Also 6 received positive responses below 50%. In these areas, it is difficult to implement effective corrective measures, because they concern complex issues such as remuneration and periodic evaluation of employees. It is certainly worth considering the reason for the significant drop in positive responses in the area of influence on decision-making bodies. Given the fact that the answers to as many as 28 questions indicate incomplete implementation of the principles of the Charter and Code assigned to them, it is necessary to consider what types of solutions can be introduced in these areas in the future.

#### 5.4. Action plan and schedule for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UR for the years 2024-2026

Table 11. Plan of improving actions resulting from the analysis of legal requirements and analysis of the results of the survey

No.*	Description of the action	Type of action I/C**	Continued (C) /New (N)
I.1	Implementation of the Development Strategy of the University of Rzeszów for 2021-2030 in terms of improving the quality of scientific and artistic activities, and an increase in the number of scientific disciplines with a high scientific category, as well as the development of cooperation between interdisciplinary research teams	I	C
I.4 I.6	Creation of precise rules for administrative support in the implementation of projects funded from external sources	I	C
I.8 I.9	Systematic updating of information on the website of the University of Rzeszów in all languages it functions in, of individual Colleges of the University, as well as continuous dissemination in the media of the information about the achievements of the researchers.	I	C
I.9	Organization of open lectures for the public devoted to the most relevant research - one lecture a month, preceded by information in the media	I	N
II.12 II.13 II.14 II.15 II.16 II.17 II.18 II.19 II.20 II.21 III.27	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	I	N

III.28			
I.1 III.22 III.23 III.25 III.28 IV.37 IV.40	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment	I	C
III.23	Regular reviewing the technical and scientific facilities and equipment and informing the academic community on the webpages of the UR units about its condition as well as on possibilities of cooperation between researchers and of sharing the reviewed equipment.	I	C
III.26	Consistent implementation of the rules of remuneration of employees of the University of Rzeszów for an above-average scientific activity.	I	C
III.30	Providing career counseling for researchers.	I	C
III.35	Periodic meetings of the university/College authorities with College employees	I	N
IV.39	Disseminating within the UR colleges information on available training, grants and fundraising opportunities	I	K
I, III, IV	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	I	N

\* The Roman numerals correspond to the area number of the Charter and the Code, and Arabic numerals to the task number

\*\*I/C – improving (I), correcting (C)

**Table 12. Action plan - schedule**

\* The Roman numerals correspond to the area number of the Charter and the Code, and Arabic numerals to the task number

No*	Action	Entity responsible	2024												2025												2026											
			1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
I.1	Implementation of the Development Strategy of the University of Rzeszów for 2021-2030 in terms of improving the quality of scientific and artistic activities, and an increase in the number of scientific disciplines with a high scientific category, as well as the development of cooperation between interdisciplinary research teams	UR Rector, Vice-Rector for individual colleges, Heads of Institutes																																				
I.4 I.6	Creation of precise rules for administrative support in the implementation of projects funded from external sources	Senate Science Commission/ Chancellor																																				
I.8 I.9	Systematic updating of information on the website of the University of Rzeszów in all languages it functions in, of individual Colleges of the University, as well as continuous dissemination in the	Institute Offices/Colleges Offices																																				

	media of the information about the achievements of the researchers.					
I.9	Organization of open lectures for the public devoted to the most relevant research - one lecture a month, preceded by information in the media	Directors of Institutes, Colleges Offices/ University of the Third Age				
II.12 II.13 II.14 II.15 II.16 II.17 II.18 II.19 II.20 II.21 III.27 III.28	Verification of the functioning of OTMR regulations at the UR by a survey carried out among new employees	HR Department/ preparation of the survey – Working Group				
I.1 III.22 III.23 III.25 III.28 IV.37 IV.40	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new research workers after one year of employment	Vice-Rectors of Colleges				
III.26	Consistent implementation of the rules of remuneration of employees of the	Rector/ Vice-Rectors of Colleges				



	University of Rzeszów for an above-average scientific activity.				
III.30	Providing career counseling for researchers.	Vice-Rectors of Colleges / College Offices			
III. 35	Periodic meetings of the university/College authorities with College employees	Biuro Rektora/ Biura Kolegiów			
III.39	Disseminating within the UR colleges information on available training, grants and fundraising opportunities	College Offices			
I., II. III. IV	Monitoring the implementation of the principles of the European Charter for Researchers by surveying new researchers after a year of employment	HR Department/ preparation of the survey – Working Group			



## 6. Monitoring of the implementation and effectiveness of the actions planned

In order to monitor the implementation of the principles of the Charter and the Code, a Team for monitoring the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów, called the Monitoring Committee, was appointed. The composition of the Team and the scope of its tasks was determined by the Ordinance of the Rector No. 155/2023 of October 26, 2023. The overarching goal of the Monitoring Committee will be to ensure the quality and effectiveness of the actions taken in the field of the HRS<sub>4</sub>R. The Team will define measures of the implementation of actions and will systematically assess the effects of the implementation of the principles of the Charter and the Code by individual teams and organizational units at the University.

### **Members of the Monitoring Committee:**

Head:

prof. dr hab. Idalia Kasprzyk – Vice-rector for College of Natural Sciences (R<sub>4</sub>)

Members:

Members of the Council of the University of Rzeszów:

Jerzy Ginalski – external stakeholder

Małgorzata Anna Kucharska - external stakeholder

Marek Ruchała - external stakeholder

dr hab. Józef Jerzy Kierski, prof. UR (R<sub>3</sub>)

prof. dr hab. Jolanta Pasterska (R<sub>4</sub>)

prof. dr hab. n. med. Jacek Tabarkiewicz (R<sub>4</sub>)

Vice-rectors for the Colleges:

dr hab. Elżbieta Feret, prof. UR – College of Social Sciences (R<sub>3</sub>)

prof. dr hab. Paweł Grata – College of Humanities (R<sub>4</sub>)

prof. n. med. dr hab. Artur Mazur - Medical College (R<sub>4</sub>)

College representatives:

mgr Aleksandra Jakielaszek – Medical College

mgr Justyn Czado – College of Social Sciences

mgr Greta Kaczmarczyk – College of Humanities

dr hab. Iwona Kania-Kłosok, prof. UR - College of Natural Sciences (R<sub>3</sub>)

Administration:

mgr Marzena Filipek – Bursar

dr Maciej Ulita – Chancellor

mgr Danuta Dziadek – the Head of HR Department

mgr Aneta Radaczyńska – College of Medical Sciences

During the meetings, which should take place once every six months, the Team discusses current progress and proposes possible further actions

At <https://www.ur.edu.pl/pracownik/hr4r-ur/zglaszanie-uwag-i-sugestii-do-planu-dzialan-hr> information on the possibility for the UR employees and doctoral students to submit their own proposals for actions connected with the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the UR has been published. A proposal together with a description of the submitted action or comments on the current action plan may be addressed to the representative of the Monitoring Committee for the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the University of Rzeszów, Prof. Idalia Kasprzyk, the Head of the Team: [ikasprzyk@ur.edu.pl](mailto:ikasprzyk@ur.edu.pl)

## 7. Conclusions

Based on the internal analysis of both legal regulations and practices used at the University of Rzeszów, as well as on the analysis of the results of the second survey conducted among researchers and PhD students of the University of Rzeszów regarding the implementation of the principles of the Charter and Code, certain areas have been identified that require further improvement to enable a more complete implementation of the principles of European Charter for Researchers and Code of Conduct for the Recruitment of Researchers at the University of Rzeszów. On this basis, a continuation of the HR4R UR Strategy implemented at the UR in 2021 has been developed, containing an action plan for the years 2024-2026, specifying type and scope of actions, both continued and newly introduced, and indicating which University units are responsible for implementing these actions within a specific time frame.

## Appendixes

### Appendix 1. Ordinance of the Rector No. 130/2023 of September 25, 2023

Rektor  
Uniwersytetu Rzeszowskiego



**ZARZĄDZENIE NR 130/2023  
REKTORA  
UNIwersYTETU RZESZOWSKIEGO  
z dnia 25.09.2023 r.**

w sprawie: powołania Zespołu ds. Wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników badawczych.

Na podstawie art. 23 ust. 1 Ustawy z dnia 20 lipca 2018 r. *Prawo o szkolnictwie wyższym i nauce* (t.j. Dz. U. z 2023r. poz. 742 z późn.zm.) oraz § 30 ust 3 Statutu Uniwersytetu Rzeszowskiego (tekst jednolity - Uchwała nr 122/03/2023 Senatu Uniwersytetu Rzeszowskiego z dnia 30.03.2023r.) zarządzam, co następuje:

**§ 1**

Powołuję Zespół ds. Wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników badawczych w następującym składzie:

dr hab. Maciej Wnuk, prof. UR – Przewodniczący

Członkowie:

Przedstawiciele pracowników badawczo-dydaktycznych:

Prof. dr hab. Lucyna Leniowska

dr hab. Anna Koziorowska, prof. UR

dr hab. Elżbieta Rokosz, prof. UR

dr Jakub Czopek

dr Piotr Matłosz

Przedstawicielka doktorantów:

mgr Aneta Haligowska (doktorantka, Szkoła Doktorska w UR)

**§ 2**

1. Traci moc Zarządzenie nr 23/2021 Rektora Uniwersytetu Rzeszowskiego z dnia 29.02.2021 r. w sprawie powołania Zespołu ds. Wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników badawczych.
2. Zarządzenie wchodzi w życie z dniem podpisania.

REKTOR  
UNIwersYTETU RZESZOWSKIEGO

Prof. dr hab. Sylwester Czopek

## Appendix 2. Ordinance of the Rector No. 155/2023 of October 26, 2023

Rektor  
Uniwersytetu Rzeszowskiego



ZARZĄDZENIE NR 155/2023  
REKTORA  
UNIwersYTETU RZESZOWSKIEGO  
z dnia 26.10.2023 r.

zmieniające Zarządzenie nr 79/2021 Rektora Uniwersytetu Rzeszowskiego z dnia 18 maja 2021 r. w sprawie: powołania Zespołu ds. Monitorowania Wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych.

Na podstawie art. 23 ust. 1 Ustawy z dnia 10 lipca 2018 r. Prawo o szkolnictwie wyższym i nauce (t. j. Dz. U. z 2023r. poz. 741 z późn.zm.) oraz § 30 ust. 3 Statutu Uniwersytetu Rzeszowskiego (tekst jednolity z dnia 30.03.2023r. – Uchwała Senatu Uniwersytetu Rzeszowskiego nr 121/03/2023) zarządzam, co następuje:

§ 1

W Zarządzeniu nr 79/2021 Rektora Uniwersytetu Rzeszowskiego z dnia 18 maja 2021r. w sprawie: powołania Zespołu ds. Monitorowania Wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych (zmieniona Zarządzeniem nr 154/2023 z dnia 12.12.2022r.) wprowadza się następującą zmianę:

- do składu osobowego w/w Zespołu zostaje powołany  
dr Maciej Ulita - Kanclerz

§ 2

Aktualny skład Zespołu ds. Monitorowania Wdrożenia Europejskiej Karty Naukowca i Kodeksu Postępowania przy rekrutacji pracowników naukowych przedstawia się następująco:

**Przewodnicząca:**

Prof. dr hab. Idalia Kasprzyk – Prorektor Kolegium Nauk Przyrodniczych

**Członkowie:**

**Członkowie Rady Uniwersytetu Rzeszowskiego:**

Jerzy Ginalski

Małgorzata Anna Kucharska

Marek Ruchała

dr hab. Józef Jerzy Kierski, prof. UR

prof. dr hab. Jolanta Pasterska

prof. dr hab. n. med. Jacek Tabarkiewicz

**Prorektorzy Kolegiów:**

dr hab. Elżbieta Feret, prof. UR – Kolegium Nauk Społecznych

