GAP Analysis (Charter and Code Checklist)

Case numer: 2021PL665028

Name Organisation under review: The John Paul II Catholic University of Lublin

Organisation's contact details: Al. Racławickie 14, Lublin, 20-950, Poland

Date endorsement charter and code: 31/07/2021

GAP Analysis overview

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

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

- Status: to what extent does the organisation meet the following principles?
- **Implementation** (++, +/- , -/+, --):
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - -- insufficiently implemented
- GAP: In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation.
- Implementation impediments: If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation
- Initiatives undertaken/new proposals: If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

	Status			
	Ethical and Duckassianal Associa	Insulans on to tion	GAP/Implementation	Initiatives undertaken/new
	Ethical and Professional Aspects	Implementation	impediments	proposals
				operating in accordance with
				statutory requirements (Act of
				20 July 2018 – Law on Higher
				Education and Science);
				having in place the following
1	Research freedom	++ fully implemented		strategic documents: the
				Statute of the John Paul
				Catholic University of Lublin
				(KUL), the Development
				Strategy of KUL, and other
				internal regulations
	Ethical principles			having in place the internal
		++ fully implemented		regulations; a plan of
2				promoting the principles of
_				"The Code of Ethics for
				Research Workers of the
				Polish Academy of Sciences"
				operating in accordance with
				statutory requirements (Act of
				20 July 2018 – Law on Higher
				Education and Science);
				having in place the Statute of
3	Professional responsibility	++ fully implemented		KUL, the Principles of Anti-
				Plagiarism Policy and
				Verification of Originality of
				Diploma Dissertations at
				KUL, and other internal
				regulations
				having in place the following
		++ fully implemented		documents: the Development
4	Professional attitude			Strategy of KUL, the
				Organisational Regulations of
				KUL (e.g., description of

			competences of individual
			departments), Project
			Management Regulations,
			Regulations of Internal Grant
			Competitions, etc.
			operating in accordance with
			statutory requirements (Act of
			20 July 2018 – Law on Higher
			Education and Science);
			having in place the Work
			Regulations, the Regulations
			for the Management of
5	Contractual and legal obligations	++ fully implemented	Copyright, Related Rights and
			Industrial Property Rights,
			Rules for Awarding Academic
			Degrees at KUL;
			systematically organising and
			carrying out training for KUL
			staff on anti-corruption, health
			and safety issues
			having in place Regulations
		++ fully implemented	for Awarding Contracts and
			Making Purchases at KUL, as
			well as Project Management
			Regulations; content and
			administrative support of the
6	Accountability		University through relevant
			organizational units
			(departments) included in the
			organisational structure of
			KUL, Patent Officer, Internal
			Auditor, etc.
			having in place Work
	Good practice in research	++ fully implemented	Regulations and other internal
7			regulations; conducting
			occupational health and safety

			training as well as p	
			data protection train	0
			employing a Data F	Protection
			Officer at KUL	
			operations of the In	
			Repository at KUL,	
			Science Commercia	
			Centre and the Pate	ent Officer;
			operations of the Sc	cientific
			Information Depart	tment
			(University Library	
			for and implementi	
8	Dissemination, exploitation of results	++ fully implemented	financed from exter	rnal
			sources (The Nation	nal Science
			Centre, The Nation	al Centre
		ļ	for Research and	
			Development, Mini	
			Education and Scient	nce as well
			as The Polish Natio	nal Agency
			for Academic Excha	ange
			programmes)	
			stablishing and ope	
			the Expert Team at	
			organising the Ope	
			KUL and participat	
			annual Lublin Scier	
			Festival; activities of	
			Circles, the Univers	
9	Public engagement	++ fully implemented	Counselling Centre	
			CAN: the Centre fo	
			Activation of Peopl	
			Disabilities, and the	
			psychological coun	
			centre at the KUL F	
			Centre; conducting	
			based on the "Service	ce

Learning method, which enables students to put into practice the theoretical knowledge gained during their education through cooperation with governmental, social and civic organisations			T	T	T
practice the theoretical knowledge gained during their education through cooperation with governmental, social and civic organisations The second properties of the team appointed to establish the KUL Render Equality Plan; activities of the team appointed to establish the KUL Gender Equality Plan; activities of the team appointed to establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipolentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. The securitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Recruitment (Code) *					e e
knowledge gained during their education through cooperation with governmental, social and civic organisations The second of the					_
their education through cooperation with governmental, social and civic organisations Non discrimination ++ fully implemented containing the operations of the team appointed to establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers, developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Available of the Charter and Code in addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.					1
cooperation with governmental, social and civic organisations Non discrimination +++ fully implemented continuing the operations of the team appointed to establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of rescarchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers Recruitment (Code) + almost but not fully implemented fellowing internal regulations apparent and Merit-based manual properation of the part of the part of the properation of the part of the part of the properation of the part					knowledge gained during
Sovernmental, social and civic organisations of the team appointed to establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. 12 Recruitment Recruitm					their education through
Non discrimination +++ fully implemented continuing the operations of the team appointed to establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operations: the Statute of KUL, the Work Regulations; the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers ### Almost but not fully implemented to the continuing and Depen effective, transparent and Merit-based Transparent Transparent and Merit-based Transparent Transpar					cooperation with
Non discrimination +++ fully implemented catalytic flar, activities of the team appointed to establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operations the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers Recruitment (Code) +/- almost but not fully implemented for the processing and procedure of transparent and Merit-based Transparent Transparent and Merit-based Transparent Transparent and Merit-based Transparent Tr					governmental, social and civic
the team appointed to establish the KUL. Gender Equality Plan; activities of the KUL. Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment A a description of open, a plan for developing an Open open, effective, transparent Redruit-based Recruitment Recruitment (Code)					organisations
Non discrimination ++ fully implemented establish the KUL Gender Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Recruitment (Code) +/- almost but not fully implemented Recruitment (Code) + almost but not fully implemented effective, transparent and Merit-based Merit-based a description of open, effective, transparent and Merit-based meritary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic Transparent and Merit-based revealuations of researchers, academic and rules for periodic evaluation of researchers, academic and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based researchers, academic Teachers Recruitment (Code) +					continuing the operations of
Non discrimination # trully implemented Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment R					the team appointed to
Equality Plan; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Recruitment Healtionship of Academic Teachers Recruitment (Code) Recruitment (Code) Recruitment (Code) Are fully implemented Figure 4. Almost but not fully implemented effective, transparent and Merit-based Transparent and Merit-based Popen Transparent and Merit-based Transparent and Merit-based Popen T	10	AT 19 C C			establish the KUL Gender
for Counteracting Bullying developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment **Heading** The section of the Employment Relationship of Academic Teachers **Jalmost but not fully implemented** **Jalmost but not fully implemented of the complete of the com	10	Non discrimination	++ rully implemented		Equality Plan; activities of the
developing and implementing criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment					KUL Rector's Plenipotentiary
Evaluation/ appraisal systems +++ fully implemented criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment +++ fully implemented +++ fully implemented ++- almost but not fully implemented + almost but not fully implemented almost but no					for Counteracting Bullying
Evaluation/ appraisal systems +++ fully implemented criteria and rules for periodic evaluation of researchers, academic teachers; developing a procedure for students, including doctoral ones, to express their opinions on classes, lecturers conducted to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment +++ fully implemented +++ fully implemented ++- almost but not fully implemented + almost but not fully implemented almost but no					developing and implementing
Evaluation/ appraisal systems		Evaluation/ appraisal systems			
Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Hereil implemented Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers Recruitment (Code) ## fully implemented ## fully implemen			++ fully implemented		-
Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Hereil implemented Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers Recruitment (Code) ## fully implemented ## fully implemen	11				academic teachers; developing
Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers Recruitment (Code) Recruitment (Code) A description of open, effective, transparent and Merit-based	11				1 0
Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Recruitment Herein the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers Recruitment (Code) A description of open, effective, transparent and Merit-based Transparent and Merit-based					
Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. Part					
to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. A					classes, lecturers conducted
these principles. Recruitment Recruitment Recruitment Recruitment Recruitment Recruitment Recruitment Holly implemented Holly implemented Recruitment Holly implemented Holly implemented Recruitment Relationship of Academic Teachers Teachers A description of open, effective, transparent Transparent and Merit-based		Recruitment and Selection - please be aware that the items listed here	e correspond with the Cl	narter and Code. In additio	n, your organisation also needs
Recruitment ++ fully implemented ++ fully implemented ++ fully implemented ++ fully implemented +- almost but not fully implemented +/- almost but not fully implemented +/- almost but not fully implemented +/- almost but not fully implemented effective, transparent and Merit-based +/- almost but not fully implemented effective, transparent and Merit-based		to complete the checklist on Open, Transparent and Merit-based Rec	ruitment included in a se	eparate section, which focu	ses on the operationalization of
Recruitment ++ fully implemented +- almost but not fully implemented +/- almost but not fully implemented feetive, transparent fransparent internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers a plan for developing an Open Transparent and Merit-based		these principles.		•	·
Recruitment ++ fully implemented +- almost but not fully implemented +/- almost but not fully implemented feetive, transparent fransparent internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers a plan for developing an Open Transparent and Merit-based					having in place the following
Recruitment ++ fully implemented ++ fully implemented					internal regulations: the
12 Recruitment ++ fully implemented Establishment and Extension of the Employment Relationship of Academic Teachers +/- almost but not fully implemented ## fully implemented Establishment and Extension of the Employment Relationship of Academic Teachers a plan for developing an Open Transparent and Merit-based					Statute of KUL, the Work
12 Recruitment ++ fully implemented Establishment and Extension of the Employment Relationship of Academic Teachers +/- almost but not fully implemented ## fully implemented Establishment and Extension of the Employment Relationship of Academic Teachers a plan for developing an Open Transparent and Merit-based	12	D	L. Guller imagelons on to d		Regulations, the Order on the
Relationship of Academic Teachers 13 Recruitment (Code) Relationship of Academic Teachers a description of open, effective, transparent fully implemented	12	Recruitment	++ runy implemented		
Relationship of Academic Teachers 13 Recruitment (Code) Relationship of Academic Teachers a description of open, effective, transparent fully implemented					of the Employment
Teachers 13 Recruitment (Code) Teachers a description of open, effective, transparent transparent and Merit-based					Relationship of Academic
Recruitment (Code) fully implemented effective, transparent and Merit-based					_
Recruitment (Code)			. / . 1	a description of open,	a plan for developing an Open
I filly implemented I	13	Recruitment (Code)			
		` ′	fully implemented	_	-

			that are not fully comparable at	procedure at KUL
			international level	
14	Selection (Code)	+/- almost but not fully implemented	legal provisions applicable to the University, to some extent, hinder the implementation of the principle	a plan for developing an Open Transparent and Merit-based Recruitment (OTM-R) procedure at KUL; continuing the operations of the team appointed to establish the KUL Gender Equality Plan
15	Transparency (Code)	+/- almost but not fully implemented	no practice of providing information and feedback regarding the results of the researchers recruitment process	a plan for developing an Open Transparent and Merit-based Recruitment (OTM-R) procedure at KUL
16	Judging merit (Code)	+/- almost but not fully implemented	missing information about some of the essential elements of the research achievements of candidates	standardising the CV template that covers all categories of academic achievements
17	Variations in the chronological order of CVs (Code)	++ fully implemented		
18	Recognition of mobility experience (Code)	+/- almost but not fully implemented	missing information about some of the essential elements of the research achievements of candidates	standardising the CV template that covers all categories of academic achievements
19	Recognition of qualifications (Code)	-/+ partially implemented	legal provisions applicable to the University, to some extent, hinder the implementation of the principle	planning and implementing activities aimed at recognising non-formal qualifications
20	Seniority (Code)	++ fully implemented		having in place the following

				internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers
21	Postdoctoral appointments (Code)	++ fully implemented		having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
22	Recognition of the profession	++ fully implemented	Impediments	having in place the following internal regulations: the Statute of KUL, the Work Regulations, the Order on the Establishment and Extension of the Employment Relationship of Academic Teachers
23	Research environment	+/- almost but not fully implemented	gaps in the ICT infrastructure due to the wear and tear of existing infrastructure elements and the dynamic development of scientific research	implementing and developing new externally-funded projects aimed at expanding the existing resources and purchasing new infrastructure elements
24	Working conditions	++ fully implemented		operating in accordance with statutory requirements (Act of 20 July 2018 – Law on Higher Education and Science), the

				Statute of KUL and the Work Regulations
25	Stability and permanence of employment	++ fully implemented		operating in accordance with statutory requirements (Act of 20 July 2018 – Law on Higher Education and Science), the Statute of KUL and the Work Regulations
26	Funding and salaries	++ fully implemented		operating in accordance with statutory requirements (Act of 20 July 2018 – Law on Higher Education and Science), the Statute of KUL, the Work Regulations and other internal regulations
27	Gender balance	++ fully implemented		continuing the operations of the team appointed to establish the KUL Gender Equality Plan
28	Career development	insufficiently implemented	no developed career paths for researchers	activities planned in the Action Plan
29	Value of mobility	++ fully implemented		having internal regulations, e.g.: Ordinance on the introduction of the Rules on the Eligibility and Implementation of Mobility of Academic Teachers of KUL for the purpose of teaching within the framework of the ERASMUS+ Educational Mobility in the higher education sector between the countries of the programme in the academic year 2021/22; Strategy for the Internationalisation of

				Research of KUL
30	A second to servery a division	insufficiently	no recognized solutions	activities planned in the
30	Access to career advice	implemented	or practice in this field	Action Plan
				having in place internal
				regulations, e.g.: the
31	Intellectual Property Rights	++ fully implemented		Regulations for the
31	interiectual Property Rights	++ runy implemented		Management of Copyright,
				Related Rights and Industrial
				Property Rights
32	Co authorishin	fully implemented		having in place regulations
32	Co-authorship	++ fully implemented		and internal solutions
			insufficient supervision	revising the regulations on
			over academic teachers,	distributing teaching
22	Tooching	+/- almost but not	researchers by team	assignments; standardising
33	Teaching	fully implemented	leaders and no optimal	the principles of supervision
			rules of distributing	of faculty members by the
			teaching assignments	heads of faculties
				having internal regulations
34	Complains/ appeals	++ fully implemented		setting out rules for handling
		, ,		complaints and appeals
				having regulations and
		++ fully implemented		internal solutions applied in
				the form of the functioning of
35	Participation in decision-making bodies			representative and opinion-
				giving bodies, in particular
				university and faculty
				committees
	Training and Development	Implementation	GAP/Implementation	Initiatives undertaken/new
	Tuning and Development	Implementation	impediments	proposals
			a lack of catalogued	
			good practices,	having in place Regulations of
		-/+ partially	standards in providing	the Doctoral School; acquiring
36	Relation with supervisors	implemented	scientific supervision	externally-funded projects
		Implemented	and shaping the	aimed at implementing
			attitudes and skills of	training services
			young researchers; no	

			practice in providing information, record progress, report on the supervision over early-stage researchers	
37	Supervision and managerial duties	-/+ partially implemented	a lack of career development strategy or university mentoring system for junior researchers	having in place Work Regulations, the Development Strategy of KUL, Regulations of the Doctoral School; acquiring externally-funded projects aimed at implementing training services; activities of the KUL Rector's Plenipotentiary for Counteracting Bullying; continuing the operations of the team appointed to establish the KUL Gender Equality Plan
38	Continuing Professional Development	-/+ partially implemented	a lack of clearly defined regulations concerning the supervision of continuing professional development duty by the immediate superiors of researchers	having in place the Development Strategy of KUL and Work Regulations, and implementing rules for periodic review of researchers, academic teachers
39	Access to research training and continuous development	+/- almost but not fully implemented	a lack of a training database within the University's IT infrastructure	acquiring externally-funded projects aimed at implementing training services
40	Supervision	+/- almost but not fully implemented	a lack of catalogued good practices, standards in providing scientific supervision and shaping the attitudes and skills of	having in place Regulations of the Doctoral School; acquiring projects funded from sources other than the University budget, aimed at implementing training

HRS4R Form | EURAXESS

young researchers; no practice in providing	services
information, record progress, report on the	
supervision over early- stage researchers	