Important message to institutions:

Site Visits: All HRS4R in-house audits planned for 2021 will be conducted remotely with the consent of the host institution. Should your institution be at renewal stage, once you submit your self-assessment online via the e-tool, the EC will be in contact with you to set a date for the remote visit together with a panel of independent experts. Should the institution prefer a classic on-site visit, the audit will be postponed. Meanwhile, institutions involved in the process can continue using the HR Excellence in research award.

Action Plan

Case number: 2020SK574179
Name Organisation under review: Slovak University of Technology
Organisation's contact details: Vazovova 5, Bratislava, 812 43

1. Organisational Information

*Please provide a limited number of key figures for your organisation. Figures marked * are compulsory.*

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research *	1279
Of whom are international (i.e. foreign nationality) *	168
Of whom are externally funded (i.e. for whom the organisation is host organisation) *	85

STAFF & STUDENTS	FTE	How do you know?
Of whom are women *	430	
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor. *	482	
Of whom are stage R2 = in most organisations corresponding with postdoctoral level *	52	
Of whom are stage R1 = in most organisations corresponding with doctoral level *	745	
Total number of students (if relevant) *	10678	
Total number of staff (including management, administrative, teaching and research staff) *	2678	

RESEARCH FUNDING (figures for most recent fiscal year)	€
Total annual organisational budget	107222494
Annual organisational direct government funding (designated for research)	29487636
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	9425266
Annual funding from private, non-government sources, designated for research	1850463

ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)

The Slovak University of Technology in Bratislava (STU) is a modern research and higher education institution. It continues a legacy of the 260-year-old Mining Academy in Banská Štiavnica. STU offers education in technical fields and involves students in research in natural sciences, computer sciences, construction, architecture, materials technologies, chemistry and food technologies. STU graduates are among the most desirable and the highest paid employees on the Slovakian labour market.

Research teams at the University are involved in international projects and annually deal with about 700 research projects funded through grants and hundreds of research contracts commissioned by businesses.

2. Strengths and weaknesses of the current practice

Please provide an overview of the organisation in terms of the current strengths and weaknesses of the current practice under the four thematic headings of the Charter and Code at your organization.

Note: Click on the name of each of the four thematic headings of the Charter and Code to open the editor and provide your answer.

Ethical and professional aspects*	⌄

Strengths and Weaknesses (max. 800 words)

Strengths:

- **Research freedom**

All in all, researchers from all faculties are satisfied with the research freedom. In general, they are limited only by the terms of the grant agencies. Most national research grants are relatively open and do not strictly specify the research topics, which encourages freedom of researchers to carry out any research they choose.

- **Seniority**

In general, the required qualification level is perceived as an integral requirement when filling a specific position. Both the results achieved by the candidate and their life-long professional development are taken into consideration.

- **Recognition of the profession**

In general, researchers are acknowledged professionals in their respective area and are treated accordingly from the beginning of their career.

Weaknesses:

- **Ethics Committee and the Code of Ethics**

Researchers feel the absence of a functioning Ethics Committee relying on a strong Code of Ethics which, as the supreme and independent body, would make decisions both in cases of research ethics and in cases of personal misconduct against any of the Charter or Code principles.

- **Public engagement**

Researchers feel a lack of support when it comes to presentation of their results to the public and industry, causing poor cooperation with practice and a lack of public awareness of the results achieved at the university in general.

Recruitment and selection*

Strengths and Weaknesses (max. 800 words)

Strengths:

- **Variations in the chronological order of CVs (Code of Conduct)**

Even though we perceive a certain issue when the career has to be interrupted due to maternity leave and the researcher subsequently fails to meet the age criteria (e.g. categorisation as 'young researcher' limited by 35 years of age), in general the variations in the chronological order of CVs are considered career development and a potentially valuable contribution to the professional development of researchers from the viewpoint of support of a broad-spectrum career path.

- **Non-discrimination**

At present, there are no issues regarding discrimination on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Weaknesses:

- **Staff recruitment, Transparency and Recognition of qualifications**

The process of advertising vacancies is very detailed (the Higher Education Act, the Anti-discrimination Act and different internal documents), however the interviews and hiring standards for researchers – in particular at the beginning of their career – are rather inconsistent and vague. In many cases the recruitment process is very individualised. STU does not have a sufficiently detailed description of the recruitment process, career development or mobilities.

Insufficient legislation for recruitment of researchers (and teachers) at an international level (in particular for professor and associate professor positions) poses a significant obstacle to making the university more international.

The current remuneration possibilities prevent geographical and intersectoral development (recruitment from abroad and from the industry) and recruitment of younger staff.

Global websites for researchers, such as EURAXESS, Research Gate etc. are rarely used.

STU does not have a specific regulation on recognition of informal qualifications as part of professional mobility, and even though it is taken into account in the selection procedure, its impact is minimal.

Working conditions*

Strengths and Weaknesses (max. 800 words)

Strengths:

- **Gender balance and Participation in decision-making bodies**

Both genders are represented in the individual bodies of faculties and the university. The share of women among the employees is increasing every year which, considering the nature and focus of a technical university, is a good gender equality indicator. With a few exceptions, researchers feel well represented in the self-governing and decision-making bodies of the faculties and the university.

Weaknesses:

- **Research environment**

Missing technical equipment, lack of information about the equipment available at the university, which could be used and shared with another research group to achieve the required scientific output. There are no strategy and rules for a systematic maintenance of equipment of individual departments.

Researchers also frequently complained about the excessive administrative burden, which deprives them of the time for research; they would appreciate simpler processes, centralised availability of information, as well as more administrative employees.

- **Legislation and funding of research, resp. funding of the school system in general**

The main issues seem to be the remuneration of the existing staff and the uncompetitiveness when looking for quality personnel from the industry and/or abroad, recognition of qualifications (in particular with foreign researchers), the way in which the national accreditation committee functions, and the transparency of domestic grant schemes. Researchers would appreciate a more targeted lobbying, possibly by the top three public research institutions in Slovak Republic - STU, Commenius University and the Slovak Academy of Sciences.

Training and development*

Strengths and Weaknesses (max. 800 words)

Strengths:

- **Access to research training and continuous development**

Researchers have access to scientific training in the field of research and to continuous development through numerous external sources of information.

- **Relation with supervisors, Supervision and managerial duties, and Supervision**

Supervisors are sufficiently expert in supervising research, have the knowledge, experience, expertise, and commitment to be able to offer the research trainee appropriate support. In general, relations with supervisors are considered professional and up to standard. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback, and working in accordance with the agreed schedules, milestones, deliverables and/or research outputs. In general, senior researchers 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.

Weaknesses:

According to many respondents, there is no clear strategy of STU steering and the thereto related public awareness of STU, no unified transparent institutional recruitment, career consulting, development, and continuous professional development strategy, no strategy for recognition of informal qualification, for evaluation and comparison of performance of researchers working in different fields, and no clear strategy that could help stabilise young researchers at STU.

The possibilities of professional development offered internally or aggregated by the university are also perceived as an issue – there is no centralised information about the possibilities of education. Employees would also appreciate a better selection of internal education offered by the university (IT technologies, telecommunication trends, foreign languages, ...) offered at affordable prices or free of charge.

3. Actions

The Action Plan and HRS4R strategy must be published on an easily accessible location of the organisation's website.

Please provide the web link to the organization's Action Plan/HR Strategy dedicated webpage(s):
https://www.stuba.sk/hrs4r

Please fill in the list of all individual actions to be undertaken in your organisation's HRS4R to address the weaknesses or strengths identified in the Gap-Analysis. The listed actions should be concise, but detailed enough for the assessors to evaluate the level of ambition, engagement and the expected implementation process. The institution should strive to provide a detailed plan, not just an enumeration of actions.

Note: Choose one or more of the principles automatically retrieved from the GAP Analysis with their implementation ratings.

Proposed ACTIONS

Action 1

Functional STU Ethics Committee

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 2. Ethical principles	
(+/-) 3. Professional responsibility	
(+/-) 6. Accountability	
(++) 7. Good practice in research	Second half of 2021
(+/-) 31. Intellectual Property Rights	
(++) 34. Complains/ appeals	

Responsible Unit	Indicator(s) / Target(s)
The Vice-Rector for Science, Research & Doctoral Studies	Updated statutes, rights, and obligations of the Ethics Committee. Update the mechanism of meetings of the Ethics Committee, the deadlines for statements and recommendations of the Ethics Committee and the manner of notifying employees about the resolutions adopted by the Ethics Committee.

Proposed ACTIONS

How do you know?

Action 2

Practical implementation of the STU Code of Ethics, acquainting employees with its contents and the form and possibilities of applying the code.

GAP Principle(s)

(+/-) 2. Ethical principles

(+/-) 3. Professional responsibility

(+/-) 6. Accountability

(+/-) 31. Intellectual Property Rights

(++) 34. Complains/ appeals

Timing (at least by year's quarter/semester)

First half of 2022

Responsible Unit	Indicator(s) / Target(s)
The Rector and Vice-Rector for Science, Research & Doctoral Studies	Online training for all academic staff The Code of Ethics shall form an appendix to all employment contracts of new STU employees.

Action 3

A online platform for sharing of information, procedures and best practices in the field of research ethics pertaining, in particular, to prevention of modern forms of plagiarism, professional approach, responsibility, research integrity, dissemination and exploitation of results, including 'Open Access' and 'Open Data' and security with a vision of building a fully functional Ethics portal.

GAP Principle(s)

Timing (at least by year's quarter/semester)

Proposed ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 2. Ethical principles	
(+/-) 3. Professional responsibility	
(+/-) 6. Accountability	
(++) 7. Good practice in research	First half of 2022
(+/-) 31. Intellectual Property Rights	
(++) 34. Complains/ appeals	

Responsible Unit	Indicator(s) / Target(s)
Chairperson of the Ethics Committee	Creation of an online platform at www.stuba.sk in Slovak and English. Translation of the relevant directives and internal regulations into English. Collection and sharing of information about the best practices and practical examples in the field of research ethics. An online form to submit questions and create a FAQ database. Regular website maintenance and updates.

Proposed ACTIONS

Action 4

Motivation for interdisciplinary cooperation in research.

GAP Principle(s)

Timing (at least by year's quarter/semester)

(-/+) 23. Research environment

First half of 2023

Responsible Unit	Indicator(s) / Target(s)
The Vice-Rector for Science, Research & Doctoral Studies Vice-Rector for Cooperation with Practice	Elaboration of a university guideline for motivation for interdisciplinary cooperation in the field of research Indicator: A growing number of interdisciplinary and inter-departmental projects and projects of collaboration with external institutions (monitored on an annual basis) The existing directives regulate the following areas of interdisciplinary collaboration: - Support of the so-called 'Excellent Scientific Teams' - Young researcher excellent team support programme - Spin-offs and Start-ups

Proposed ACTIONS

How do you know?

Action 5

Platform for dissemination of research results and public engagement.

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 8. Dissemination, exploitation of results	
(-/+) 9. Public engagement	Second half of 2022

Responsible Unit	Indicator(s) / Target(s)
Vice-Rector for Cooperation with Practice Vice-Rector for Foreign and Public Relations	Creating a platform for dissemination of research results and public engagement Indicators: - Number of events for the public held each year, or the number of events in which university representatives participate - Number of requested promotional brochures - Number of contracts for work

Proposed ACTIONS

Action 6

A platform for sharing of recruitment related information, procedures and best practices and HR policy tools, with the objective of creating a unified complex university-wide HR policy

GAP Principle(s)

(-/+) 12. Recruitment

(--) 13. Recruitment (Code)

(++) 21. Postdoctoral appointments (Code)

Timing (at least by year's quarter/semester)

First half of 2022

Responsible Unit	Indicator(s) / Target(s)
HR departments at the Rector's Office and Faculty level Bursar	Create an online platform as part of the www.stuba.sk website Collection and sharing of information regarding procedures and best practices and practical examples in the field of open, transparent, and merit-based recruitment policy. An online form to submit questions and create a FAQ database. Regular website maintenance and updates in both Slovak and English.

Proposed ACTIONS

How do you know?

Action 7

Preparation of a welcome information package for new employees and its translation into English

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 3. Professional responsibility	
(-/+) 12. Recruitment	
(--) 13. Recruitment (Code)	First half of 2022
(++) 21. Postdoctoral appointments (Code)	

Responsible Unit	Indicator(s) / Target(s)
HR departments at the Rector's Office and Faculty level Bursar	Uploaded on the HR platform (part of the www.stuba.sk website).

Action 8

Advertising of all researcher vacancies on the Euraxess portal, expand advertising on international portals

GAP Principle(s)

(-/+) 12. Recruitment

(--) 13. Recruitment (Code)

Timing (at least by year's quarter/semester)

First half of 2022

Responsible Unit	Indicator(s) / Target(s)
HR departments at the Rector's Office and Faculty level	Increased number of applications from abroad.

Proposed ACTIONS

Action 9

Unification of recruitment procedures of all faculties and the Rector's Office in accordance with OTM-R.

GAP Principle(s)	Timing (at least by year's quarter/semester)
(-/+) 12. Recruitment	
(--) 13. Recruitment (Code)	
(+/-) 14. Selection (Code)	
(-/+) 15. Transparency (Code)	Second half of 2022
(+/-) 16. Judging merit (Code)	
(++) 21. Postdoctoral appointments (Code)	

Responsible Unit	Indicator(s) / Target(s)
HR departments at the Rector's Office and Faculty level Faculty Deans Bursar Rector	Unification of the style and manner of publishing vacancies. Definition and unification of the selection of recruitment committee members.

Action 10

A platform for sharing of information, procedures and best practices in the field of career development and professional development, with a vision of preparing a unified institutional strategy of career development of researchers as part of a comprehensive university-wide HR policy.

GAP Principle(s)	Timing (at least by year's quarter/semester)

Proposed ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)
(++) 17. Variations in the chronological order of CVs (Code)	
(+/-) 18. Recognition of mobility experience (Code)	
(-/+) 19. Recognition of qualifications (Code)	
(+/-) 28. Career development	
(+/-) 29. Value of mobility	Second half of 2022
(-/+) 30. Access to career advice	
(+/-) 37. Supervision and managerial duties	
(-/+) 38. Continuing Professional Development	
(+/-) 39. Access to research training and continuous development	

Responsible Unit	Indicator(s) / Target(s)
HR departments at the Rector's Office and Faculty level Bursar	Creating an online platform at www.stuba.sk in Slovak and English. Translation of the relevant directives and internal regulations into English. Collection and sharing of information on procedures and best practices and practical examples in the field of researcher career development strategy. An online form to submit questions and create a FAQ database. Regular website maintenance and updates in both Slovak and English.

How do you know?

Action 11		**Timing (at least by year's quarter/semester)**
Designing a Gender Equality Plan (GEP)	**GAP Principle(s)**	
	(+/-) 2. Ethical principles	
		Second half of 2021
	(++) 10. Non discrimination	
	(++) 27. Gender balance	
	(+/-) 28. Career development	
	(+/-) 36. Relation with supervisors	
	(+/-) 39. Access to research training and continuous development	

Responsible Unit	**Indicator(s) / Target(s)**
Rector	Meeting the Gender Equality Plan (GEP) eligibility criterion of the Horizon Europe Framework Programme for Research and Innovation 2021-2027.

Unselected principles:

(++) 4. Research freedom   (+/-) 4. Professional attitude   (+/-) 5. Contractual and legal obligations   (+/-) 11. Evaluation/ appraisal systems   (++) 20. Seniority (Code)

(++) 22. Recognition of the profession   (+/-) 24. Working conditions   (++) 25. Stability and permanence of employment   (-/+) 26. Funding and salaries

(+/-) 32. Co-authorship   (++) 33. Teaching   (++) 35. Participation in decision-making bodies   (++) 40. Supervision

The establishment of an Open Recruitment Policy is a key element in the HRS4R strategy. Please also indicate how your organisation will use the Open, Transparent and Merit-Based Recruitment Toolkit and how you intend to implement/are implementing the principles of Open, Transparent and Merit-Based Recruitment. Although there may be some overlap with a range of actions listed above, please provide a short commentary demonstrating this implementation. If the case, please make the link between the OTM-R checklist and the overall action plan. (max. 1000 words) *

Besides other things, the legislative framework for labour-law relations includes the Act No. 131/2002 Coll. on Higher Education, the Act No. 365/2004 Coll. on Equal Treatment, and the Act. No. 552/2003 Coll. on Performance of Work in the Public Interest. The specifics of performing research require additional requirements to be formulated and additional obligations of both parties to be introduced beyond the scope of the obligations stipulated by the law. Creating a *platform for sharing of information, procedures and best examples in the field of career development and recruitment policy and HR policy tools, will provide a good basis for the development and implementation of a centralised and complex university-wide HR policy which will, over time, be fully in line with the standards of an open, transparent and merit-based recruitment policy stemming from the Charter and the Code of Conduct.*

It will also be necessary to organise training for HR staff with the objective of adopting the HRS4R strategy and developing the necessary soft-skills (addressing Slovak Academic Information Agency*, Matej Bel University, Slovak Academy of Sciences, Commenius University,… in order to share the best practice and HR related know-how) and train administrative staff so that they are able to communicate in a foreign language (English).*

If your organisation already has a recruitment strategy which implements the principles of Open, Transparent and Merit-Based Recruitment, please provide the web link where this strategy can be found on your organisation's website:

URL:
https://www.stuba.sk/new/docs/stu/pracoviska/rektorat/odd_pravne_organizacne/uplne%20znenie%20zasady%20vyberoveho%20konania%20v%20zneni%20dodatku%201.pdf

4. Implementation

General overview of the expected overall implementation process of the action plan: (max. 1000 words)

With the objective of unifying the procedures of individual faculties and the university as a whole with the principles of the Charter and the Code of Conduct, the implementation will take place using the measures specified above. Great importance will be attached to sharing best practice among individual faculties. Most of the measures adopted at a central level will be of a framework nature and the faculties will be provided with the necessary cooperation and methodological support.

The implementation timing will be semestral, however implementation supervision will be provided in the form of regular meetings of the STU management, which is also the Steering Committee of STU for implementation of HRS4R and meetings of the Board of Vice-Deans for Science and Research, which is also the Monitoring Committee for implementation of HRS4R. Issues related to the implementation of HRS4R will be discussed at least once a quarter (as these bodies meet more often, they can react to implementation issues that may arise more agilely).

Objectives we want to achieve by implementing the mentioned steps: How do you know?

- simplify the access of local and foreign applicants to the university by advertising all open research positions on the Euraxess portal, by unifying and translating the necessary regulations, documents, and forms into English and by preparing a 'welcome package' for all new employees as well as improving the English language communication skills of administrative staff;

- unify and formalise procedures pertaining to the STU Ethics Committee, such as filing and investigation of ethics related complaints, investigation of complaints and appeals, data backup, data storage and sharing, evaluation of researchers, recruitment and selection of researchers, preparation of the necessary internal regulations (e.g. ethics related questions, intellectual property rights related, etc.);

- training of researchers in the field of ethics and intellectual property rights, create a platform for sharing of information, procedures, and best practices in the field of research ethics;

- unify the recruitment procedures of faculties and the Rector's Office according to OTM-R and establish a platform for the sharing of information, procedures, and best practices in the field of recruitment, career growth and professional development with the objective of identifying the needs and risks that need to be taken into consideration when preparing and implementing a complex and unified OTM-R policy;

- analyse opportunities for improvement of the working conditions of researchers with an emphasis on selected topics – possibilities of improving pay conditions, harmonising family and career, improving access for disabled researchers, improving the position of doctoral and post-doctoral candidates.

Make sure you also cover all the aspects highlighted in the checklist below, which you will need to describe in detail:

Note: Click on each question of the checklist to open the editor.

How will the implementation committee and/or steering group regularly oversee progress?* ⌄

Detailed description and duly justification (max. 500 words)

The Steering Committee - consisting of members of the STU Management - has the task of supervising the activities of the Monitoring Committee in the form of a regular (at least) quarterly interim report on the situation and progress submitted by the head of the Monitoring Committee for HRS4R implementation (Vice-Rector for Science, Research & Doctoral Studies) at the meeting of the Steering Committee resp. the university management. The university is obliged to publish the minutes of the meeting of the STU management on the STU website. The Steering Committee (resp. the STU management) is entitled to adopt strategic resolutions in line with practical implementation of the Action Plan.

The Monitoring Committee consists of Vice-Deans for Science and Research of individual faculties, the head of the Institute of Management, the head of the HR Department and the head of the Department of Science and International Scientific Cooperation. Its role is to supervise the activities of faculty working groups and their methodological guidance in the implementation of activities arising from the action plan at the faculty level, as well as the preparation of regular interim reports on the situation and progress in implementing the Action Plan in practice for the Steering Committee.

How do you intend to involve the research community, your main stakeholders, in the implementation process?*

Detailed description and duly justification (max. 500 words)

Researchers will be involved through faculty working groups (similarly as with preparation of the GAP analysis). Each such working group includes the Vice-Dean for Research (as the representative of researchers), a representative of the HR department, a representative of research support workers and a representative of the unions. All proposed actions will be discussed on all levels – in the working groups, in the Monitoring Committee and in the Steering Committee. The proposed measures will also be published on the STU website where employees will be able to contact the relevant working group. In this way, every researcher will have the opportunity to contribute to the discussion.

Researchers will be contacted once a year through online questionnaires in which they will be able to evaluate the success and quality of the mentioned measures from the viewpoint of the research community.

How do you proceed with the alignment of organisational policies with the HRS4R? Make sure the HRS4R is recognized in the organisation's research strategy, as the overarching HR policy.   *

Detailed description and duly justification (max. 500 words)

The introduction of principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in the processes of STU forms a part of the draft amendment to the Long-term STU programme and one of the tools of implementation of strategic university objectives in Area No. 2 'Research and Creative Activity: Global Excellence'.

Addendum 7 to the Work Regulations for Employees of STU in Bratislava approved in the first half of 2020 also includes provisions regarding implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at STU, as well as the Code of Ethics referring to the principles of the Charter and the Code.

How will you ensure that the proposed actions are implemented?* How do you know? ⌄

Detailed description and duly justification (max. 500 words)

The proposed measures will be implemented at the faculty level through members of individual faculty working groups. At the university level, implementation is ensured through the Monitoring Committee as the implementation body supported by the Steering Committee. The Rector as the head of the Steering Committee provides for efficient implementation of all measures. The implementation of the HRS4R action plan is part of the proposal to supplement the Long-term STU programme. When developing the tasks of the long-term plan of STU, the tasks formulated in the action plan will also be reflected in the tasks of the executive and management units of STU and the faculties.

How will you monitor progress (timeline)?* ⌄

Detailed description and duly justification (max. 500 words)

Progress monitoring is the responsibility of the Monitoring Committee. The committee shall include all important individuals required to monitor progress, including: The Vice-Rector for Science, Research & Doctoral Studies (head of the committee), a representative of the HR Department, a representative of the Department of Science and International Scientific and Technical Cooperation, as well as Vice-Deans for Research from all faculties.

Progress will also be discussed at the regular meetings of the Board of Vice-Deans for Research (Vice-Rector for Science, Research and Doctoral Studies, Vice-Deans for Research) and at the university management meetings. Considering the milestones specified above, all measures need to be approved in advance and evaluated and presented once implemented. The Vice-Rector for Science, Research & Doctoral Studies will submit a progress report to the Rector, the management and, if necessary, also to the university board.

How will you measure progress (indicators) in view of the next assessment?*

How do you know? ⌄

Detailed description and duly justification (max. 500 words)

All respective committees supported by members of the faculty working groups will be involved in the process of progress measurement and evaluation preparation. The Vice-Rector for Science and Research will be responsible for preparation of the final version of the internal and external evaluation.

The researchers' opinion will be presented by the heads of the faculty working groups – Vice-Deans for Science and Research.

Qualitative evaluation of researchers' satisfaction with the implementation of individual steps of the HRS4R strategy will be carried out once a year through an online questionnaire, in which researchers will be able to express whether and to what extent the implemented measures have brought improvements to their subjective practice and suggest possible improvements. The main indicator of the desired outcome will be the year-on-year increase in the satisfaction of researchers with the implementation of the principles of the Charter and the Code.

Additional remarks/comments about the proposed implementation process: (max. 1000 words)

The proposed action plan will be implemented over the next two years, following which it will be revised to remove any inconsistencies and shortcomings.