

GAP analysis

Project: HR Excellence in Research of University of Pardubice

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EVROPSKÁ UNIE
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MINISTERSTVO ŠKOLSTVÍ,
MLÁDEŽE A TĚLOVÝCHOVY

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview			
<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented</p>	<p>In case of --, -/+, or +/-, please indicate the actual “gap” between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
Ethical and Professional Aspects			
<p>1. Research freedom</p>	<p>+/+</p>	<p>None. Freedom of research and academic activities is a basic part of academic freedoms, given historically and legislatively, missions, visions and shared values of the University of Pardubice as a whole and all its components, as well as a basic prerequisite for the performance of academic activities. And as such, it is also implemented at the University. It is provided by the University self-governing management system and supported by the University basic and strategic documents, which are regularly updated and revised to support the creative environment and develop human resources in research to stimulate freedom of research, quality and R&D&I performance in accordance with national and international legislation, global and European development trends (see the list of supporting documents – Statutory and University Regulations – below, and also in the Annex 1). In the long run, it focuses on supporting research directions and scientific teams that have a tradition or show great potential for further development, with adequate staffing and excellent results. The internal organisational and management structure, system of motivational tools and own management procedures for R&D&I are regulated by a number of internal standards, both at the level of the University valid for all faculties and specific to the</p>	<p>The University of Pardubice will not propose any specific actions in this field during the implementation stage. Through regular analytical, control and operational activities at various levels of management and regular feedback within the individual evaluation of employees, it is ensured and monitored, and will continue to be so, that this and other principles of the Charter are implemented. The information will continue to be part of the adaptation process for new employees.</p>

		<p>procedures of individual faculties, in order to ensure freedom of research of the academic and research staff (faculty staff). While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Research Framework of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice • Report on Internal Quality Assessment of Educational, Academic and Related Activities of the University of Pardubice, Annual Reports on Internal Quality Assessment • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Organisational Guidelines – Directive No. 4/2017 • Protection of Intellectual Property Right – Directive No. 1/2014, 1/2019 	
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		<p>Supportive results of the survey: 89% of respondents have sufficient research space and freedom for their scientific activities. 90% of respondents have not encountered any restrictions on the freedom of research.</p>	
2. Ethical principles	+/+	<p>None.</p> <p>The maintenance of ethical and good practice in R&D&I is regulated by the basic documents of the University. In 2017, the University adopted its own "Code of Good Practice in Research", which is based on the "European Charter for Researchers" and, in the context of R&D&I, takes into account the "University Code of Ethics" effective since 2009. In 2017, a university-wide "Ethics Committee" was established to address an ad hoc case of suspected plagiarism. The "University Ethics Board" was established as a permanent body in 2019. No other issue has been inquired into by this body. With regard to the field specifics of medical sciences, a special Ethics Committee of the Faculty of Health Studies has been established.</p> <p>An anti-plagiarism system has been used at the University since 2017, using the Turnitin tool since 2019, which is accessible to students and faculty staff. Procedures in all the above and other related areas, such as protection of intellectual property, General Data Protection Regulation (GDPR), conflict of interest, etc. are provided for by specific internal standards of the University. Their implementation into the processes and activities of the University down to the level of individual workplaces and employees are managed by academic bodies and coordinated or performed by purpose-built university departments and units of the University Rectorate. Any procedures in this area with DSP students are resolved in accordance with the Disciplinary Rules of individual faculties.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 50/2019 Coll., Copyright Act 	<p>The University will not propose any specific actions in this field during the implementation stage. It will strengthen the awareness of doctoral (DSP) students and new academic and research staff (ARS) in particular in matters of research ethics and include more significantly the basic values and ethical principles of R&D&I (Research, Development and Innovations) work in their adaptation process.</p>

		<ul style="list-style-type: none"> • The Statutes of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice • Report on Internal Quality Assessment of Educational, Academic and Related Activities of the University of Pardubice, Annual Reports on Internal Quality Assessment • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Rules of Procedure of the Ethics Committee of the University of Pardubice – Rector's Measure No. 3/2019 • Disciplinary Rules for Students of the University of Pardubice <p>Supportive results of the survey: 89% of respondents believe that there are no problems with research ethics at the University.</p>	
3. Professional responsibility	+/+	<p>None.</p> <p>Plagiarism, authorship and intellectual property are given systematic attention at the University. The anti-plagiarism system has been used at the University since 2017 for checking theses, using the Turnitin tool since 2019, which is accessible for checking publications to students and faculty staff. Education in the field of intellectual property protection and technology transfer has been provided by the University Centre for Technology and Knowledge Transfer (CTKT) since its establishment in 2012. Regular professional seminars and workshops are held to raise awareness in the field of publishing, intellectual property protection, technology transfer and commercialisation of R&D results. Procedures in other related areas, such as personal data protection, GDPR, conflict of interest, processing of final theses, publishing activities, etc. are provided for by specific internal standards of the University and performed by</p>	<p>The University will not propose any specific actions in this field during the implementation stage. It will maintain an up-to-date awareness in the above areas among both new and existing employees and monitor compliance with the procedures in accordance with applicable external and internal legislation.</p>

		<p>established university workplaces (as University Library, Publishing Centre) and Rectorate departments (GDPR, Law and Organisational Dept., Personnel and Payroll Dept. in the area of labour law arrangements, CTKT in legislation and support for negotiated relations and copyrights discussed with external entities).</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • System of Research Stimulation for Students and Young Academic and Research Workers • Research Framework of the University of Pardubice • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice • Report on Internal Quality Assessment of Educational, Academic and Related Activities of the University of Pardubice, Annual Reports on Internal Quality Assessment • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Disciplinary Rules for Students of the University of Pardubice • Rules for Submission, Publication and Layout of Theses – Directive No. 7/2019 • Protection of Intellectual Property Right – Directive No. 1/2014, 1/2019 • Statutes of the University of Pardubice Commercialisation Board – Directive No. 1/2019 	
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4. Professional attitude	+/-	<p>Largely provided for.</p> <p>The basic strategic goals of the University in general and in the field of R&D&I are anchored in the basic strategic documents of the University (Long-term Development Plan 2016-2020, Strategic Plan for 21+, Implementation Schedule of the Strategic Plan 2020 and Framework of Research Activities 2020+) and similarly of individual faculties.</p> <p>The development of all R&D&I activities is supported by internal procedures specified by generally applicable legislation, the University's own basic standards (rules of financial management and accounting at the University) and methodological procedures (project administration, implementation of additional activities, contractual relations, records of R&D&I results, internal development/grant competition, etc.).</p> <p>Project and economic management and coordination of procedures in accordance with external legislation and the requirements of individual project schemes and providers are provided methodologically and with the support provided to researchers and scientific teams by the Rectorate units (Finance and Accounting, Research, International and Project depts. and CTKT). They are the subject of regular analyses and evaluations at the management level of the University and the faculties.</p> <p>The questionnaire survey pointed to the fact that awareness of strategic plans is relatively low. However, those who are informed about this issue largely identify with the strategic goals of UP in their research area.</p>	<p>We will raise awareness of the University strategic plans in the relevant research areas and improve the way they are presented.</p> <p>The University will set up a mechanism ensuring better awareness of the methodology of implementation of R&D&I projects.</p>

		<p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice • Report on Internal Quality Assessment of Educational, Academic and Related Activities of the University of Pardubice, Annual Reports on Internal Quality Assessment • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Employment Rules – Directive No. 18/2007 • Organisational Guidelines – Directive No. 4/2017 • Protection of Intellectual Property Right – Directive No. 1/2014, 1/2019 • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Coordination and Administration of Projects at the University of Pardubice – Directive No. 1/2013 • Recording of Results of Academic Activities of Employees and Students of the University of Pardubice in the PBD Internal Information System – Directive No. 3/2019, 2/2015 • Internal Development Contest – Directive No. 3/2018 • Student Grant Competition – Annually issued Directives <p>Supportive results of the survey: 55% of respondents are acquainted with the University strategic plans and goals. 95% of them (276 of 590) identifies with the University’s plans.</p>	
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5. Contractual and legal obligations	+ / +	<p>None.</p> <p>Employees are trained in the field of intellectual property, contractual relations in the transfer of technology into practice, methodology of project activities. Negotiation of contractual relations is regulated by special University directives, and processes are methodically managed by Rectorate departments (Law and Organisational, Research, International and Project depts., CTKT, etc.). As part of the adaptation process and subsequently regularly, employees are trained in the area of occupational safety and health and fire prevention (according to the University directives). At the same time, employees (Personnel and Payroll Dept. and supervisors) and students (study offices, trainers and leaders of scientific teams) at individual workplaces are acquainted with the basic legal regulations in the field of working conditions and procedures, operating rules of a specific workplace/laboratory and obligations arising from labour relations and the Employment Rules. All necessary standards, procedures and information are published and updated on the employee intranet and available to employees, or updated consultations and trainings are provided.</p> <p>While the analysis did not reveal any weakness, the Universtiy considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll, On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • The Statutes of the University of Pardubice • Concluding Contractual Relations at the University of Pardubice - Directive 13/2014 • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Coordination and Administration of Projects at the University of Pardubice – Directive No. 1/2013 • Internal Development Contest – Directive No. 3/2018 • Student Grant Competition – Annually issued Directives 	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>It will ensure the continuity of systematic training and familiarisation with the relevant documents and existing internal University standards, which are regularly updated in accordance with the applicable higher legislation.</p>
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		<ul style="list-style-type: none"> • Recording of Results of Academic Activities of Employees and Students of the University of Pardubice in the PBD Internal Information System – Directive No. 3/2019, 2/2015 • Sustainability Plan for Proof-of-concept Activities - Measure No. 2/2019 • Measures to protect personal data at University of Pardubice – Directive No. 2/2018 • Principles of operating and using the data network and computer equipment at the University of Pardubice – Directive No. 13/2006 • Organisational Rules for the Handling of Highly Toxic, Toxic and Corrosive Substances at the University of Pardubice - Directive No. 1/2016 • Ensuring Occupational Safety and Health in the Laboratories of the University of Pardubice - Directive No. 8/2013 • Fire Prevention at the University of Pardubice – Applicable to Employees, Students and Persons Staying in the Premises of the University of Pardubice - Directive No. 12/2014 • Provision of Personal Protective Equipment, Working Clothes and Footwear, Washing, Cleaning and Disinfecting Agents and Protective Beverages at the University of Pardubice - Directive No. 4/2009 • Familiarisation Training for Employees regarding Information on Occupational Safety and Health - Decree No. 4/2004 <p>Supportive results of the survey: 83% of respondents know their rights and obligations enshrined both in the legislation of the Czech Republic and in the internal standards and regulations of the University.</p>	
6. Accountability	+/+	<p>None.</p> <p>R&D&I activities are performed in accordance with external and internal legislation. One of the basic duties of University employees is to perform all activities economically and efficiently. To this end, there is a legislative regulation of the necessary processes in the form of internal documents, directives and methodological instructions for specific procedures, including the area of R&D&I. There is also a system of hierarchical control of academic activities corresponding to the</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>Fulfilment of this principle of the Charter is and will continue to be ensured and monitored by regular analytical, control and operational activities at various levels of management.</p> <p>The information will continue to be part of the adaptation process for new employees.</p>

		<p>management system and the internal control system (see the Employment Rules and Organisational Guidelines, Financial Management Rules, Project Administration System, instructions for additional activities, Internal Control System, etc.). Project management and financial management of projects is methodically managed by Rectorate units such as Finance and Accounting, International and Project Depts., CTKT. Regular control audits are performed according to a plan by a special office (internal audit and control). The administration, registration and storage of research data in electronic form is provided by a special central university unit, the Centre for Information Technology and Services. Research data of current projects are stored and regularly backed up at the level of individual research teams; their wider use is dealt with in the form of hierarchically structured access rights.</p> <p>The issue of intellectual property protection in the field of applied research and commercialisation of R&D&I results is provided by the Centre for Technology and Knowledge Transfer (CTKT); the issue of the right to research data and employee works is handled by the Law Department. The protection of personal data takes place within the rules set by the GDPR. All documents, including project documents, are stored and maintained in accordance with regulations, the University filing and archiving rules and the requirements of financial support providers, and are also available for external inspections and audits, including the necessary cooperation. The results of academic activities are publicly accessible and verifiable, both in public databases of results and in the annual reports of the University, similarly, according to the instructions of providers, additional information on R&D&I financed from relevant sources is published.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Act No. 563/1991 Coll. On Accounting 	
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		<ul style="list-style-type: none"> • Act No. 320/2001 Coll. On Financial Control • The Statutes of the University of Pardubice • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Organisational Guidelines – Directive No. 4/2017 • Financial Management Rules of the University of Pardubice • Concluding Contractual Relations at the University of Pardubice - Directive 13/2014 • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Accounting at the University of Pardubice - Directive No. 6/2010 • Management of Fixed Assets of the University of Pardubice - Directive No. 2/2017 • Methodology of Itemisation of Wage Costs of Employees in Multi-source Financing - Directive No. 1/2018 • Circulation and Processing of Accounting Documents - Directive No. 11/2005 • Internal Control System at the University of Pardubice - Directive No. 29/2005 • Activities of the Office for Internal Audit and Complaints at the University of Pardubice - Directive No. 3/2009 • Procedure for Ensuring the Tasks Given by Act No. 218/2000 Coll., on Budgetary Rules and on the Amendment to Some Related Acts (Budgetary Rules) - Decree No. 2/2013 • Basic Information Security Policy - Method of Ensuring Cyber Security at the University of Pardubice - Directive No. 7/2021 • Method of Implementing Business Intelligence at the University of Pardubice - Directive No. 14/2019 • Introduction of the Electronic Tool for the Registration of Public Contracts - Decree No. 2/2012 • Public Procurement at the University of Pardubice - Directive 2/2016 • Filing and Archiving Rules of the University of Pardubice - Directive No. 4/2013 	
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7. Good practice in research	+ / +	<p>None.</p> <p>The rules of safe work procedures are implemented in accordance with external and internal regulations. There are regular trainings in occupational safety and health and fire prevention, driver training, first aid, GDPR and data security, etc. and other safety training according to the nature of work performance and job classification. The protection of personal data is governed by the GDPR regulations and internal procedures, for which a special office is established, managed directly by the Rector - the GDPR commissioner. Work with data in general and scientific information in particular is systematically supported, through information and support from the Centre for Information Technology and Services (CITS), International and Project and Research Depts., including the publication of information and good practices on the employee intranet, or special training. Within the framework of concluding labour-law relations, specific partial arrangements for compliance with legal procedures (supervised by the Personnel and Payroll Dept.) are contractually agreed in the form of agreements. There are special procedures, internal standards and training for workplaces with special operations (especially at FCT) (see e.g. toxic substances, chemical storage, explosives workplaces). The administration, registration and storage of research data and data in general in electronic form is provided by a special central university unit, the Centre for Information Technology and Services (CITS). Research data of current projects are stored and regularly backed up at the level of individual research teams; their wider use is dealt with in the form of hierarchically structured access rights. A business intelligence solution has been implemented at the Universtiy, a key component of which is the so-called data warehouse, which integrates data from various internal and external systems. The integration of data from the internal GAP (Grants and Projects) and PBD (Personal Bibliographical Database) information systems and the connection to the information systems of the Office of the Government of the Czech Republic, enabling access to the national R&D&I IS databases, is particularly important. Extraordinary attention is paid to the protection of data and confidential information, including in the publication of results, publication outputs, project final reports and student theses, etc.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>We will continue to regularly train employees, including online training (e.g. with the use of Moodle systems and the training module).</p> <p>Greater attention will be paid in this area to doctoral students and novice faculty staff.</p>
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		<p>While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Act No. 262/2006 Coll., Labour Code (Section 106 et seq.) • Act No. 258/2000 Coll., On the Protection of Public Health • Government Regulation No. 361/2007 Coll., laying down the conditions for the protection of the health of workers at work • Act No. 350/2011 Coll., On Chemical Substances and Chemical Mixtures • Act No. 309/2006 Coll., which amends other health and safety requirements at work in labour relations • Government Regulation No. 101/2005 Coll., On more detailed requirements for the workplace and working environment • Decree of the Czech Occupation Health and Safety Authority No. 192/2005 Coll., laying down basic requirements for the safety of work and technical equipment • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice • Report on Internal Quality Assessment of Educational, Academic and Related Activities of the University of Pardubice, Annual Reports on Internal Quality Assessment • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Employment Rules – Directive No. 18/2007 • Basic Information Security Policy - Method of Ensuring Cyber Security at the University of Pardubice - Directive No. 7/2021 • Method of Implementing Business Intelligence at the University of Pardubice - Directive No. 14/2019 	
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		<ul style="list-style-type: none"> • Measures to protect personal data at University of Pardubice – Directive No. 2/2018 • Filing and Archiving Rules of the University of Pardubice - Directive No. 4/2013 • Principles of operating and using the data network and computer equipment at the University of Pardubice – Directive No. 13/2006 • Disciplinary Rules for Students of the University of Pardubice • Rules for Submission, Publication and Layout of Theses – Directive No. 7/2019 • Protection of Intellectual Property Right – Directive No. 1/2014, 1/2019 • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Statutes of the University of Pardubice Commercialisation Board – Directive No. 1/2019 • Coordination and Administration of Projects at the University of Pardubice – Directive No. 1/2013 • Organisational Rules for the Handling of Highly Toxic, Toxic and Corrosive Substances at the University of Pardubice - Directive No. 1/2016 • Ensuring Occupational Safety and Health in the Laboratories of the University of Pardubice - Directive No. 8/2013 • Fire Prevention at the University of Pardubice – Applicable to Employees, Students and Persons Staying in the Premises of the University of Pardubice - Directive No. 12/2014 • Provision of Personal Protective Equipment, Working Clothes and Footwear, Washing, Cleaning and Disinfecting Agents and Protective Beverages at the University of Pardubice - Directive No. 4/2009 • Familiarisation Training for Employees regarding Information on Occupational Safety and Health - Decree No. 4/2004 <p>Supportive results of the survey: 83% of respondents know their rights and obligations enshrined both in the legislation of the Czech Republic and in the internal standards and regulations of the University.</p>	
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<p>8. Dissemination, exploitation of results</p>	<p>-/+</p>	<p>Largely provided for.</p> <p>Publishing of R&D&I results, publication of R&D&I results in high-quality internationally respected journals, their citation response, including presentations of results at prestigious scientific conferences is an integral part of researchers' work, according to which the quality of R&D&I results of the whole institution as well as the activities and work of individual scientific teams and individuals is assessed and evaluated.</p> <p>Part of the management and support of activities aimed at dissemination and use of results is a system of motivational and evaluation tools, methodological procedures and rules enshrined in University's internal standards and supported in terms of methodology and coordination by the activities of University Library, Research and CTKT departments. Records are kept in internal information databases for reporting these results and data from internal GAP (Grants and Projects) and PBD (Personal Bibliographical Database) information systems are integrated and connected to the IS of the Office of the Government of the Czech Republic, enabling access to national R&D&I IS databases.</p> <p>CTKT provides qualified support, services and training leading to efficient technology transfer and commercialisation of R&D&I results. It also manages industrial property from notification of the invention by the inventor, through supervision of the procedure to grant protection, to support in negotiations with a commercial partner in the transfer and marketing of technologies, setting up and monitoring the fulfilment of contractual relations.</p> <p>Since 2008, the University Library has operated the institutional repository of the University, the so-called Digital Library of the University of Pardubice (DL). Metadata and full texts of theses defended at the University, publications published on the basis of open access rules and, last but not least, the publishing activities of the University and its faculty staff are made available in the DL. Through the University Library, the University participates in the activities of the Open Access Initiative (with the Association of University Libraries of the Czech Republic) and, among other things, provides training and presentations for academic and research staff and doctoral students on open publishing as part of the global event "Open Access Week". Thanks to the support of open access, the share of openly published articles at the University is increasing.</p>	<p>The University will formulate a university-wide framework of basic principles for the dissemination and use of R&D&I results in accordance with the requirements of the principles of "open science" and with respect to the branch specifics of R&D&I activities. The University will increase the awareness among faculty staff in the field of open access and open science, which is relatively new in the Czech scientific environment.</p> <p>We will create effective tools for fulfilling the principles of open science, although this activity is significantly dependent on the publishing policy of individual publishers of scientific journals or book publishers and the related financial costs that determine the fulfilment of the "open access" condition.</p>
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		<p>The creation of a university-wide concept for the dissemination and use of R&D&I results has not yet been formulated, and the approach to this issue differs at individual faculties with regard to branch differences in the nature of R&D&I outputs.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Code of Good Research Practice of the University of Pardubice • Research Framework of the University of Pardubice • Rules for Submission, Publication and Layout of Theses – Directive No. 7/2019 • Protection of Intellectual Property Right – Directive No. 1/2014, 1/2019 • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Recording of Results of Academic Activities of Employees and Students of the University of Pardubice in the PBD Internal Information System – Directive No. 3/2019, 2/2015 • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Statutes of the University of Pardubice Commercialisation Board – Directive No. 1/2019 <p>Supportive results of the survey: 85% of respondents consider the University support in dissemination and use of science and basic and applied research results to be sufficient.</p>	
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9. Public engagement	+/-	<p>The University has a functional R&D&I popularisation system. Support for the popularisation of R&D&I activities is one of the University's strategic priorities towards the public and has been systematically supported and developed at the University (since 2010). The system of popularisation of academic activities is implemented in academic activities and popularisation activities of individual faculties and supported at the university level through the Promotion and External Affairs and Research Depts. (e.g. from European Operational Programmes, University's development programmes, etc.), and CTKT. It is aimed at various target groups, including youth and schools and the general public, and is organised in various forms, such as the organisation of professional and popular science events, public conferences, schools and presentations, regional, national or international, media outlets and lifelong learning, etc.</p> <p>There is a lack of more precise coordination of the flow of information and a system to motivate researchers to participate effectively in popularising their own R&D&I results with the public.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Code of Good Research Practice of the University of Pardubice • Research Framework of the University of Pardubice • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation <p>Supportive results of the survey: 60% of those respondents who are involved in science popularisation believe that their popularisation activity is sufficiently taken into account in their assessment.</p>	<p>The University will make more effective use of tools used to popularise the most important R&D&I results, especially towards the public, using available media tools.</p> <p>The University will create a system of coordination of popularisation activities of university-wide and faculty nature, including the specification of the relationship between target groups and the used media tools.</p> <p>The University will support and motivate popularisation activities so that the creative capacity of the most productive R&D&I staff is not burdened.</p> <p>Popularisation activities will be taken into account in the individual career plan while maintaining the dominant weight of the actual basic or applied research.</p>
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<p>10. Non discrimination</p>	<p>+/-</p>	<p>The basic legislative framework ensuring the prevention of all forms of discrimination exists.</p> <p>Non-discrimination of research staff, as well as all other University staff, is a fundamental value that the University respects and supports in all its basic documents, including strategic ones, its mission and vision, as well as procedures and processes (Higher Education Act, University Statutes, Code of Ethics, Code of Good Research Practice, Labour Code, Anti-Discrimination Act, University Employment Rules, etc.).</p> <p>In this regard, the University pays attention to the observance of applicable legal regulations of the Czech Republic and the EU and rejects and does not tolerate unequal treatment, harassment, incl. sexual, persecution or incitement to discrimination and any other conduct that is in conflict with Act No. 198/2009 Sb., on Equal Treatment and on Legal Means of Protection against Discrimination and on the Amendment to Certain Acts.</p> <p>In the event of a problem at the workplace, employees can contact their supervisor and proceed according to internal standards.</p> <p>In addition, all students and employees of the University can contact the Internal Audit and Complaints Department, which investigates any complaint, or the Academic Counselling Centre of the University of Pardubice (ACCUP), which provides a discreet environment and assistance in a wide range of problems and threats, and provides services with all the necessary parameters of psychological, professional, social, study and special-pedagogical counselling.</p> <p>However, the questionnaire survey showed that there is low awareness of the procedures for dealing with complaints and grievances.</p> <p>Statutory and University Regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 262/2006 Coll., Labour Code (Section 106 et seq.) • Act No. 198/2009 Coll., On Equal Treatment and Legal Means of Protection against Discrimination • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 	<p>The University will continue to pay attention to the situation.</p> <p>We will focus on raising awareness of the values it respects and intends to uphold as a higher education institution, the tools and procedures that can be used to combat possible discrimination, and help to those who feel insecure or at risk in the area.</p>
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11. Evaluation/ appraisal systems	+/-	<p>The current evaluation system at the University is functional and takes into account the individual results of researchers in the main activities. Regular evaluation of employees with a link to the remuneration system is one of the basic components of quality assurance and evaluation at the University. Each faculty has developed its own system of evaluation and remuneration, in connection to applicable acts and internal regulations of the University. The evaluation is thus carried out by immediate superiors, or at the level of faculty management in connection with</p>	<p>The University will create a comprehensive framework to set out the main principles of staff evaluation and its priorities. The University will provide sufficient space to take into account branch specifics at the faculty level, take into account the course of fulfilling the requirements set out in the individual development plan of employees and</p>

		<p>funding and providing motivational support to units, teams and individuals and in connection with the national system of evaluation of research and development in accordance with the applicable Methodology of Evaluation of Research, Development and Innovation and Completed Programmes of the Czech Republic M17+.</p> <p>In addition to external systems and tools for evaluating R&D&I results, the HAP-pi information system (evaluation of academic staff - primary information) is used for the evaluation of faculty staff academic activities, which is the superstructure of all information systems of the University. Based on a hierarchical approach, it enables supervisors to obtain comprehensive information about the activities and performance of managed employees.</p> <p>Doctoral students are evaluated similarly regularly annually in accordance with their study plan and involvement in R&D&I activities. However, there is no comprehensive university-wide framework that would set out the main principles of evaluation and its priorities, while leaving sufficient room for consideration of branch specifics at the faculty level.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Government Regulation No. 397/2009 Coll., On the Research and Development Information System • Resolution of the Government of the CR No. 107 of 8 February 2017, Methodology of Evaluation of Research Organisations and Evaluation of Programmes of Targeted Support of Research, Development and Innovation (RVII) - M17+ • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 	<p>use the existing internal information system (HAP-pi) to evaluate the faculty staff.</p> <p>The University will create support tools for managers-supervisor so that the implementation of the evaluation process is not administratively demanding for them.</p>
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Recruitment and Selection			
12. Recruitment	+/-	<p>The recruitment process of new staff is carried out in accordance with the applicable legislation and respects the basic principles of the Code of Conduct for the Recruitment of Researchers.</p> <p>The university-wide Personnel and Payroll Department (PPD) provides basic procedural and technical support for hiring new employees. Decision-making powers in personnel matters, including the implementation of recruitment, fall within the competence of the Deans.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 262/2006 Coll., Labour Code • Act No. 435/2004 Coll., On Employment • Act No. 155/1995 Coll., On Pension Insurance • Act No. 198/2009 Coll., On Equal Treatment and Legal Means of Protection against Discrimination • Act No. 110/2019 Coll., On the Protection of Personal Data • Global Convention on the Recognition of Qualifications concerning Higher Education 2019 • Recommendation concerning the Status of Higher-Education Teaching Personnel of 1997 • Act No. 187/2006 Coll., On Sickness Insurance • Act No. 48/1997 Coll., On Public Health Insurance • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University of Pardubice for 2021 • Research Framework of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers 	<p>The University will formulate a framework document, the application of which will guarantee that, according to the Rules of Selection Procedures (SP Rules) for filling vacant academic staff positions, the process of recruiting new staff will take place similarly with all analogous scientific positions.</p> <p>Selection procedures for academic and research staff will be announced in Czech and English so that it is not discriminatory against applicants from abroad and is open to them transparently.</p> <p>As part of the information system, which will help unify the recruitment process across the University, the "Selection Procedures" module will be implemented to ensure that all legal and non-discriminatory elements of the procedure are complied with. The methodological and coordinating role of Personnel and Payroll Department and HR (Human Resources) manager will be specified, with emphasis on support in organised tenders and recruitment, especially with regard to unification of rules across the University, compliance with legal requirements and the Charter and Code and centrally managed records and ensuring follow-up adaptation processes.</p>

		<ul style="list-style-type: none"> • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Ethical Code of the University of Pardubice • Rules of Selection Procedure of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Collective Agreement • Rules for Habilitation Procedure and Procedure for the Appointment of Professor at the University of Pardubice – Directive No. 3/2017 <p>Supportive results of the survey: 82% of respondents consider the announcement and the process of the selection procedure for academic staff positions to be sufficiently open to all potential candidates. 82% of respondents think that the candidate's professional experience and qualifications are sufficiently taken into account during the selection procedure for academic positions.</p>	
13. Recruitment (Code)	+/-	<p>Selection procedures of academic staff take place in accordance with the Rules of Selection Procedure, or other generally applicable customs, and it has never been questioned so far, either for procedural or professional, ethical or other reasons. A commission appointed by the Dean, consisting of the chairperson and other members, experienced members of the faculty staff and senior employees, is always established for the selection procedure for academic staff; representatives of unions and PPD also participate in the selection. A selection procedure is always advertised for a certain position, indicating all necessary requirements for education, scientific activities, knowledge of languages, etc.</p> <p>The University considers it necessary to ensure that internally set recruitment processes are achieved in accordance with the Charter and the Code.</p>	The University will ensure the concept of publishing staff recruitment on advertising portals suitable for recruiting quality R&D&I employees (e.g. Euraxess).
14. Selection (Code)	+/-	<p>The Rules of Selection Procedures do not stipulate a requirement for gender balance in the selection committee.</p> <p>Although it is not explicitly provided for in detail by any regulation, the principle of gender and age diversity is naturally taken into account during selection procedures at the University.</p>	The University will embody the requirement for gender balance of the selection committee in the Rules of the Selection Procedure.

15. Transparency (Code)	+/-	<p>While all vacancies are published with the necessary information on the University website and official info-boards, and communication with the candidate takes place in a qualified manner, the University considers it necessary to ensure compliance with the Charter and the Code in this area as well.</p>	<p>As part of the selection procedure, the University will provide feedback so that, after the end of the selection procedure, the candidates for the respective positions are acquainted with the strengths and weaknesses of their candidacy.</p> <p>A control and support mechanism will be proposed to ensure that advertisements for the demanded positions contain the necessary information and requirements, taking into account non-discrimination issues.</p>
16. Judging merit (Code)	+/+	<p>None.</p> <p>Although it is not explicitly provided for in detail by any regulation, the selection procedures for academic positions naturally follows generally applicable recruitment rules and higher standards - the Higher Education Act, the University Statutes and the Rules of Selection Procedures, the Code of Ethics and the Code of Good Research Practice.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>Fulfilment of this principle of the Code is and will continue to be ensured and monitored by regular control and operational activities.</p> <p>Legislative, administrative and information support will continue to be provided to members of selection committees and senior staff/supervisors.</p>
17. Variations in the chronological order of CVs (Code)	+/+	<p>None.</p> <p>The selection of candidates is based on all aspects of the criteria of the position for which the candidate is to be recruited, on the qualification competencies of the candidate and on the fulfilment of all parts of the selection process.</p> <p>While not explicitly provided for in detail by any regulation, this principle is naturally taken into account during the selection procedures for faculty staff.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>Fulfilment of this principle of the Code is and will continue to be ensured and monitored by regular control and operational activities.</p> <p>Legislative, administrative and information support will continue to be provided to members of selection committees and supervisors.</p>
18. Recognition of mobility experience (Code)	+/+	<p>None.</p> <p>The order of candidates and their selection is based on a multi-criteria approach, with mobility (especially international) being one of the very important parameters for researchers recruitment. The weight of this criterion depends on the nature of the job position and, in the case of involvement in projects, on the conditions set by the project provider.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>Fulfilment of this principle of the Code is and will continue to be ensured and monitored by regular control and operational activities.</p>

		While the analysis did not reveal any weakness, the University considers this topic important.	Legislative, administrative and information support will continue to be provided to members of selection committees and supervisors.
19. Recognition of qualifications (Code)	+/+	<p>None.</p> <p>The recognition of faculty staff qualifications is governed mainly by the Higher Education Act, while being based on the Convention on the Recognition of Qualifications concerning higher education in the European Area. Scientific and academic ranks/degrees are documented and taken into account by standard procedures.</p> <p>Within the selection procedures and according to the given occupational category, all qualification preconditions of the candidate, their scientific outputs and activities are taken into account, as well as experience with managing research teams and projects, supervising doctoral students, knowledge of specific methodology, international mobility, etc.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>Fulfilment of this principle of the Code is and will continue to be ensured and monitored by regular control and operational activities.</p> <p>Legislative, administrative and information support will continue to be provided to members of selection committees and supervisors.</p>
20. Seniority (Code)	+/+	<p>None.</p> <p>The required qualification always corresponds to the requirements of the job position. The University Rules of Selection Procedure do not define the concept of seniority. The University's interest in deepening or increasing education is preferred and supported, as lifelong learning is one of the decisive factors in competitiveness on the labour market.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>Fulfilment of this principle of the Code is and will continue to be ensured and monitored by regular control and operational activities.</p> <p>Legislative, administrative and information support will continue to be provided to members of selection committees and supervisors.</p>
21. Postdoctoral appointments (Code)	+/-	<p>The University has not clearly defined the position of novice faculty staff in postdoctoral positions and their further career development is not planned.</p> <p>According to the University Internal Wage Regulations, the postdoctoral position (i.e. within 5 years of completing the doctoral study) is part of the qualification level "senior lecturer" (or its equivalent in the case of a researcher). The support for these young workers is carried out in accordance with the university-wide strategic document "System of Stimulation for Research Activities of Students and Young Academics and Researchers".</p>	As part of the new setup of the adaptation process at the University, one part will focus on the adaptation and more intensive support of these novice faculty staff/researchers.

Working Conditions and Social Security			
22. Recognition of the profession	+/+	<p>None.</p> <p>Academic scientific work and positions held, as well as employment in the university environment and at the University in general, enjoy great social respect and credit.</p> <p>Equal status and access to the professionalism of researchers, including beginning faculty staff and doctoral students who are actively involved in R&D&I activities, respects the vision and mission of the University and is ensured by both external and internal basic legislative standards.</p> <p>While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • The Statutes of the University of Pardubice • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers • Disciplinary Rules for Students of the University of Pardubice • Collective Agreement • Employment Rules – Directive No. 18/2007 <p>Supportive results of the survey:</p> <p>86% of respondents believe that they are treated the same as other employees.</p> <p>88% of respondents believe that their work in the workplace is appreciated.</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>It will continue to support its employees in the development of their professional orientation, respect them and maintain the reputation of a high-standard higher education institution, get feedback in regular evaluation interviews with employees, or supervisors with doctoral students.</p>
23. Research environment	+/+	<p>None.</p> <p>The University has a modern scientific and study facilities and an extensive set of cutting-edge technologies, in which it has invested a significant amount of funds in recent years, in accordance with the long-term development plan. It supports scientists and their teams in participating in various project challenges. Employees have the use of a</p>	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>It will continue to systematically support the development of the scientific infrastructure and get feedback on the implementation of this principle of</p>

	<p>wide range of project and support services and opportunities for further education. While the analysis did not reveal any weakness, the University considers this topic important.</p> <p>Statutory and University relations:</p> <ul style="list-style-type: none"> • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Concluding Contractual Relations at the University of Pardubice - Directive 13/2014 • Coordination and Administration of Projects at the University of Pardubice – Directive No. 1/2013 • Internal Development Contest – Directive No. 3/2018 • Student Grant Competition – Annually issued Directives • Recording of Results of Academic Activities of Employees and Students of the University of Pardubice in the PBD Internal Information System – Directive No. 3/2019, 2/2015 • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Sustainability Plan for Proof-of-concept Activities - Measure No. 2/2019 • Rules for Granting Sabbatical Leave - Directive No. 11/2003 • Management of Fixed Assets of the University of Pardubice - Directive No. 2/2017 <p>Supportive results of the survey: 77% of respondents are fully or mostly satisfied with the support of R&D by the University/faculty. 88% of respondents are satisfied with the quality of the work environment at the University.</p>	<p>the Charter through operational, management and control mechanisms.</p>
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		90% of respondents are satisfied with the technical equipment at the University.	
24. Working conditions	+/+	<p>None. The analysis in this area does not indicate any significant weakness.</p> <p>The University sufficiently covers this issue, both systemically, legislatively and operationally.</p> <p>It creates a basic framework for the working conditions provided at the University and labour-law relations negotiated with employees, including faculty staff (e.g. in matters of scope of working hours, flexibility of working hours, taking leave or sabbatical leave, etc.).</p> <p>In addition, the University provides employees with a number of other services and benefits to be used under the same conditions for all employees and according to individual needs.</p> <p>The possibilities of more intensive use of sabbatical leave are complicated at some faculties by difficult substitutability in lessons or responsibilities in projects.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 262/2006 Coll., Labour Code (Section 106 et seq.) • Act No. 435/2004 Coll., On Employment • Act No. 155/1995 Coll., On Pension Insurance • Act No. 187/2006 Coll., On Sickness Insurance • Act No. 48/1997 Coll., On Public Health Insurance • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • System of Research Stimulation for Students and Young Academic and Research Workers • Employment Rules – Directive No. 18/2007 	<p>The University will continue to pay attention to and actively support, through its operational, management and control mechanisms, the development of the working conditions of its employees and also to get feedback from them on the fulfilment of this principle of the Charter.</p> <p>At the faculty level, the possibilities and plan for the implementation of sabbatical leave will be developed for those faculty members who meet the set conditions for its implementation.</p>

		<ul style="list-style-type: none"> • Collective Agreement • The Internal Wage Regulations of the University of Pardubice • Rules for Granting Sabbatical Leave - Directive No. 11/2003 • Organisational Rules for the Handling of Highly Toxic, Toxic and Corrosive Substances at the University of Pardubice - Directive No. 1/2016 • Ensuring Occupational Safety and Health in the Laboratories of the University of Pardubice - Directive No. 8/2013 • Fire Prevention at the University of Pardubice – Applicable to Employees, Students and Persons Staying in the Premises of the University of Pardubice - Directive No. 12/2014 • Provision of Personal Protective Equipment, Working Clothes and Footwear, Washing, Cleaning and Disinfecting Agents and Protective Beverages at the University of Pardubice - Directive No. 4/2009 • Familiarisation Training for Employees regarding Information on Occupational Safety and Health - Decree No. 4/2004 • Travel Allowances for Employees – Directive No. 28/2006 <p>Supportive results of the survey: 88% of respondents are satisfied with the work environment at the University. 90% of respondents are satisfied with the technical equipment at the University. 92% of respondents feel that working at the University provides work-life balance to satisfy their family and career needs. 66% of respondents are satisfied with the non-financial benefits that the University provides to its employees. 67% of academic and research staff respondents were interested in sabbatical leave.</p>	
25. Stability and permanence of employment	+/-	A significant number of the faculty staff has a fixed-term employment contract, mainly in the positions of lecturer and senior lecturer, or novice faculty staff. The possibility of obtaining a contract for an indefinite period has an incentive character; this change is conditioned by achieving quality results in scientific and pedagogical activities. These conditions vary from faculty to faculty and are not enshrined in individual	The creation of a system of individual employee development plan will contribute to higher efficiency and incentive function of fixed-term employment contracts for the benefit of the individual's professional growth, especially in the initial phase of his/her scientific and pedagogical work. The faculty staff will

		development plans. Such a situation can create a feeling of existential insecurity, especially for novice researchers.	have accurate information on the reasons for concluding a fixed-term employment contract already within the adaptation process. Logistic support from the Personnel and Payroll Dept. and HR manager will be provided to managers-supervisors in this area.
26. Funding and salaries	-/+	<p>In the context of the Czech Republic, the wage and incentive system for faculty staff is set up well at the University. However, in the amount of remuneration, the University has not been competitive with foreign institutions operating in the western part of the EU for a long time. This disproportion is also reflected in the case of new research centres recently established in the Czech Republic and in relation to regional education in the Czech Republic where there has been a significant increase in salaries. This situation mainly affects novice researchers and the building of their long-term scientific career at universities.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labour Code • Act No. 435/2004 Coll., On Employment • Act No. 111/1998 Coll., On Higher Education Institutions • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • System of Research Stimulation for Students and Young Academic and Research Workers • Employment Rules – Directive No. 18/2007 • Collective Agreement • The Internal Wage Regulations of the University of Pardubice 	<p>The University will raise awareness of the salary system, criteria and conditions of remuneration and incentive tools introduced at a specific faculty and workplace. The University will use available resources to gradually systematically increase the wage level (with emphasis on qualitative remuneration criteria) in order to create a competitive environment for faculty staff from the western part of the EU and from economically developed non-European countries. It will improve the financial evaluation system for scientifically extremely efficient novice researches.</p>

		<ul style="list-style-type: none"> Scholarship Regulations of the University of Pardubice <p>Supportive results of the survey: 77% of respondents believe that their research activities are sufficiently taken into account in their evaluation. 64% of respondents are satisfied with their remuneration. 66% of respondents are satisfied with the non-financial benefits that the University provides. 71% of respondents consider the principles and rules of evaluation to be sufficiently transparent.</p>	
27. Gender balance	+/-	<p>The University pays significant attention to the issue of maintaining a gender-balanced environment. The issue of the representation of women and men at all levels of employment and management structures is regularly monitored and statistically evaluated. At some faculties and their organisational components, depending on the specifics of the sciences pursued, either women (for example, the Faculty of Health Studies) or men (faculties of technical specialisation) naturally predominate at all levels.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> Act No. 111/1998 Coll., On Higher Education Institutions Act No. 262/2006 Coll., Labour Code (Section 106 et seq.) Act No. 435/2004 Coll., On Employment The Statutes of the University of Pardubice Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 Strategic Plan of the University Pardubice for 2021+ System of Research Stimulation for Students and Young Academic and Research Workers Ethical Code of the University of Pardubice Collective Agreement 	<p>This issue was also (based on long-term exact data submitted) addressed by the International Evaluation Panel in the cyclical five-year evaluation of science and research at the University in September 2020. The conclusions of this evaluation survey will be taken into account in preparing strategic long-term maintenance of the representative gender balance and documents for period 2021+. The fulfilment of these strategies will be verified in detail within the next five-year evaluation cycle of R&D&I activities.</p> <p>Data on the development of gender balance at the level of the University and the faculties will also be regularly monitored and analysed annually within the evaluation of all activities and annual reports of the University and faculties, both in managerial positions, the University's and faculty bodies, and according to the staff structure and age groups of individual categories of employees.</p>

		<ul style="list-style-type: none"> • The Internal Wage Regulations of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Rules of Selection Procedure of the University of Pardubice • Directive On the Prevention of Sexual Misconduct and Gender-imbalanced Behaviour – Directive No. 5/2019 <p>Supportive results of the survey: The gender balance at the University is partly confirmed by the gender balance of the respondents to the questionnaire survey, where out of 603 respondents, 48.9% were female and 50.9% were male. 91% of respondents have not encountered any form of discrimination during their work in the last five years. 86% of respondents believe that they are treated the same as other employees.</p>	
28. Career development	+/-	<p>Career growth and increasing the professional level of employees is one of the main priorities for the development of R&D&I activities of the University.</p> <p>The needs in the field of pedagogical and further vocational education of faculty staff are continuously identified at the level of faculties. There is no university-wide framework for these procedures. There is no basic methodological support available to managers on the one hand, nor to employees on the other. There is no comprehensive system of career education, within which an individual development plan for further career growth would be agreed with the employees through the supervisor.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ 	<p>The creation of a system of plans for individual development of employees will contribute to higher efficiency and incentive function of fixed-term employment contracts for the benefit of the individual's professional growth, especially in the initial phase of his/her scientific and pedagogical work. The faculty staff will have accurate information on the reasons for concluding a fixed-term employment contract already within the adaptation process.</p> <p>Greater attention will be paid to the coordination of the education system and the range of topics for staff training in key competencies, in accordance with their individual development plans.</p> <p>Logistic support from the PPD and HR manager will be provided to managers.</p>

		<ul style="list-style-type: none"> • System of Research Stimulation for Students and Young Academic and Research Workers • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Collective Agreement • The Internal Wage Regulations of the University of Pardubice • Rules of Selection Procedure of the University of Pardubice <p>Supportive results of the survey: 63% of respondents believe that they have the opportunity for career growth in their position. 60% of respondents confirmed that their supervisor has discussed their further career development with them. 79% of respondents feel that they have someone to turn to regarding their professional development.</p>	
29. Value of mobility	+/-	<p>While the analysis in this area does not indicate significant disparities, the University considers it necessary to significantly increase the weight of international scientific mobilities (especially the long-term ones). This is an important element in the staff individual development plan.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University of Pardubice for 2021+ • System of Research Stimulation for Students and Young Academic and Research Workers • Employment Rules – Directive No. 18/2007 • Collective Agreement • The Internal Wage Regulations of the University of Pardubice 	<p>The University will not propose any special actions in this field in the implementation stage as a separate activity will be devoted to this issue within the implementation of the Internationalization Action Plan, the implementation of which will be analysed by the subsequent "Monitoring Internationalization of Czech Higher Education" (MICHE). This issue was also (based on long-term exact data presented) addressed by the International Evaluation Panel within the cyclical five-year evaluation of science and research at the University in September 2020. The conclusions of this evaluation survey will be taken into account in the preparation of the University's strategic documents for 2021+. The fulfilment of these strategies will be examined in detail within the next five-year evaluation cycle of R&D&I activities.</p>

		<ul style="list-style-type: none"> • Action Plan for the Internationalisation of the University of Pardubice • Recognition of Higher Education and Qualifications Obtained at a Foreign University by the University of Pardubice - Directive No. 2/2007 • Rules for the Assessment of Foreign Secondary and Higher Education within the Admission Procedure at the University of Pardubice - Directive No. 11/2019 • Travel Allowances for Employees • Rules for Granting Sabbatical Leave - Directive No. 11/2003 <p>Supportive results of the survey: 94% of respondents believe that the University/faculty sufficiently supports international mobility. 55% of respondents have used mobility at the University for their further professional development. 10% of respondents do not consider foreign mobility to be important for further career development.</p>	
30. Access to career advice	+/-	<p>There is a possibility of access to professional advice, but it is not clearly specified or coordinated.</p> <p>The University provides professional information and counselling services at the university level to Czech and foreign doctoral students and employees, especially through employees of the Rectorate and university units (especially PPD, Internation and Project and Research Depts., CTKT, CITS, UL), including the possibility of using Academic Counselling Centre and Career Centre. In addition, FAP and FEA provide additional counselling support within their information and counselling centres.</p> <p>Counselling or group activities carried out by students or employees of the University prove that they have a positive effect on the quality of studies or the profession performed, lead to the overall development of personal competencies and increase quality and motivation in the areas of professional or study performance.</p> <p>Supportive results of the survey:</p>	<p>The University will raise the level of awareness of available counselling services to employees and doctoral students.</p> <p>It will extend career counselling and support of the Career Centre and HR manager to potential applicants and young reseachers.</p> <p>The University will develop a mentoring system for doctoral students and postdoctoral faculty staff.</p>

		79% of respondents feel that they have someone to turn to regarding their professional development.	
31. Intellectual Property Rights	+/+	<p>None.</p> <p>At the University, attention has long been paid to the protection of intellectual property rights.</p> <p>Services and education in the field of intellectual property protection and technology transfer have been provided by the University Centre for Technology and Knowledge Transfer (CTKT) since its establishment in 2012. It systematically provides consulting services and organises lectures, seminars, workshops and other types of events for academic, scientific and administrative staff and students in order to raise awareness in the field of intellectual property protection and commercialisation of R&D results. The topics are based on specific identified needs.</p> <p>The analysis did not show any weakness, however, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 50/2019 Coll., Copyright Act • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Collective Agreement • Measures to protect personal data at University of Pardubice – Directive No. 2/2018 • Filing and Archiving Rules of the University of Pardubice - Directive No. 4/2013 • Rules for Submission, Publication and Layout of Theses – Directive No. 7/2019 • Protection of Intellectual Property Right – Directive No. 1/2014, 1/2019 	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>The University will raise the awareness of faculty staff, and especially doctoral students and new researchers, regarding research ethics and legal protection.</p> <p>The University will strengthen the basic values and ethical principles of R&D&I work, including the protection of intellectual property rights and copyright, in the adaptation process of new ARS.</p> <p>It will continue to provide researchers with services and advisory support of the CTKT in this area.</p>

		<ul style="list-style-type: none"> • Performance of Ancillary Activities at the University of Pardubice – Directive No. 6/2019 • Statutes of the University of Pardubice Commercialisation Board – Directive No. 1/2019 • Disciplinary Rules for Students of the University of Pardubice <p>Supportive results of the survey: 88% of respondents have not encountered any form of copyright or intellectual property infringement in the last five years. 93% of respondents believe that the University/faculty pays sufficient attention to the protection of intellectual property and copyright.</p>	
32. Co-authorship	+/+	<p>None.</p> <p>The basic framework for access to authorship and co-authorship and maintenance of good practice in R&D&I is provided for by the Higher Education Act and basic University documents (Code of Ethics, Code of Good Practice in Research, The Statutes, etc.). Correct and appropriate co-authorship procedures are traditionally and naturally supported, adapted to the academic tradition of publishing and presentation of results with regard to the specifics of the given scientific discipline and field. Students are already guided by their supervisors and teachers to actively publish their results and author's works.</p> <p>The analysis did not show any weakness, however, the University considers this topic important.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 50/2019 Coll., Copyright Act • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Collective Agreement 	<p>The University will not propose any specific actions in this field during the implementation stage.</p> <p>We will strengthen the awareness and knowledge of faculty staff, and especially of doctoral students and new researchers, on issues of research ethics and co-authoring practices.</p> <p>It will be also included in the adaptation process of novice faculty staff.</p>

		<p>Supportive results of the survey: 88% of respondents have not encountered any form of copyright or intellectual property infringement in the last five years. 93% of respondents believe that the University/faculty pays sufficient attention to the protection of intellectual property and copyright.</p>	
33. Teaching	-/+	<p>Higher education is based on the functional connection of academic activities with educational activities, which also follows from the basic documents and mission of the University (see the Higher Education Act and the University Statutes). Research and academic activities at the faculties of the University correspond to the areas in which faculty staff carries out its pedagogical activities. The balance of all academic activities is a natural prerequisite for the performance of employment. For young academic staff, involvement in teaching is part of their career development.</p> <p>It is in the competence of the head (unit, scientific team or project) to ensure this balance, to take it into account when assigning and organising work and teaching according to the individual study plans and programmes, and when determining other tasks of the workplace - including research, project or administrative-operational. The supervisor takes it also into account in the evaluation and remuneration of the employee, support the employee in gaining additional information, experience and skills (mobility, further education, etc.) and overallly, by enabling his/her further personal, professional and professional development.</p> <p>Excessive requirements for teaching activity may be the cause of restrictive conditions for the development of scientific activity in some workplaces, especially in the case of novice faculty staff.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • The Statutes of the University of Pardubice • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice 	<p>The University will ensure a balance of the scope of pedagogical, creative and research activities at individual faculties with regard to the functional classification of particular individuals.</p> <p>In direct teaching, we will make better use of the potential of researchers with extraordinary results of basic or applied research and joint teaching for several study programmes if the curricula allow it.</p> <p>As part of the adaptation process, we will introduce systematic training of novice faculty staff to manage key competencies that are new to them.</p> <p>To facilitate the management of teaching activities, a regularly functioning system of training in new procedures and aids for teaching as well as scientific research and project activities (ICT systems, tools for distance learning - MOODle, etc.) will be implemented.</p>

		<ul style="list-style-type: none"> • Employment Rules – Directive No. 18/2007 <p>Supportive results of the survey: 65% of respondents believe that their pedagogical activity is taken into account in their evaluation. 58% of respondents perceive that they do not have space to devote themselves to science when providing education.</p>	
34. Complains/ appeals	+/-	<p>The procedures for filing and handling complaints at the University are set up both legislatively and organisationally. The analysis confirmed a certain confidence in the sufficient investigation of any complaint, but differently at individual faculties. Insufficiently known are procedural details, where specifically to file a possible complaint and how the subsequent investigation will take place.</p> <p>Statutory and University Regulations:</p> <ul style="list-style-type: none"> • The Statutes of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Collective Agreement • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Rules of Procedure of the Ethics Committee of the University of Pardubice – Rector's Measure No. 3/2019 • Disciplinary Rules for Students of the University of Pardubice • Internal Control System at the University of Pardubice - Directive No. 29/2005 • Activities of the Office for Internal Audit and Complaints at the University of Pardubice - Directive No. 3/2009 <p>Supportive results of the survey: 59% of respondents know where to file a complaint. 78% of respondents believe that a complaint would be sufficiently investigated.</p>	The University will raise awareness of the processes and places where a complaint can be made.

35. Participation in decision-making bodies	-/+	<p>As regards participation in decision-making bodies, the University is in accordance with applicable legislation and the provisions of the Charter and the Code. The problem arising from the analysis and the questionnaire survey concerns the fact that researchers explicitly employed only to perform R&D&I activities in project teams do not become members of the academic community de jure and do not have the right to participate in decision-making processes through elected academic senates (they do not have the right to vote or to be elected). This problem affects individual faculties to varying degrees.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • The Statutes of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Organisational Guidelines – Directive No. 4/2017 <p>Supportive results of the survey: Only 34 % of respondents believe that they have the opportunity to influence events at the University.</p>	<p>The University will focus on supporting internal communication and setting up such tools that will help raise awareness among employees regarding the possibilities of providing feedback and participating in the management and development of activities at the University.</p> <p>It is highly desirable that researchers who make a significant contribution to the development of the University through their scientific work be represented in the relevant information, advisory and decision-making bodies of the relevant departments so that they can defend and promote their individual and collective interests at a professional level and effectively contribute to activities of these departments. An analysis of the situation in individual faculties of the University (the level of representation of academic staff in the total number of academic and research staff) will be carried out and a solution will be proposed in accordance with this point of the Charter.</p>
Training and Development			
36. Relation with supervisors	+/-	<p>Regular communication and the provision of professional feedback are not structured, they are carried out only according to the natural conditions of a specific team and workplace.</p> <p>Doctoral students are led by their supervisors, who monitor their professional growth. It is regularly monitored according to the Study and Examination Regulations and the internal standards of the faculties. At the same time, DSP students are involved in teaching, scientific work and projects in order to acquire skills in the field of academic activities of their specific professional specialisations, as a prerequisite for their further qualification growth. So far, a mentoring system to support them has not been implemented and systematically expanded.</p> <p>As part of the adaptation process, an evaluation of new employees is carried out, which contributes to improving communication between employees and their supervisors, improving the quality of work with new</p>	<p>The University will implement a methodological support for regular communication between manager-supervisor and an employee.</p> <p>It will introduce a mentoring system for DSP students and postdoctoral staff.</p> <p>The University will ensure a significant methodological involvement and support of the PPD and HR manager in adaptation processes, career planning and to help managers-supervisors and employees in this area.</p>

		<p>employees and the possibility of timely detection and solving of problems before the end of the probationary period.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • The Internal Wage Regulations of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Study and Examination Regulations of the University of Pardubice • Faculty’s regulations for PhD studies • Faculty’s regulations for evaluation of staff <p>Supportive results of the survey: 60% of respondents confirmed that their supervisor has discussed their further career development with them. 79% of respondents feel that they have someone to turn to regarding their professional development.</p>	
37. Supervision and managerial duties	+/-	<p>The basic framework for relationships, rights and obligations, responsibilities and communication between the employee and his/her supervisor, project or team leader and team members and motivational tools are set out in the internal regulations and standards of the University.</p> <p>The system of evaluation, monitoring and management of faculty staff, including novices, is organised at the level of faculties. There is no university-wide strategy.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labour Code • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ 	<p>The University will create a university-wide framework for a system of regular employee evaluation and two-way feedback.</p> <p>It will support the introduction of a mentoring system for DSP students and postdocs.</p> <p>We will make more intensive use of the already established university-wide information system HAP-pi, which provides comprehensive data for faculty staff evaluation.</p> <p>We will also use data warehouses to create faculty evaluation models.</p> <p>The University will provide a support for supervisors, including further training in managerial skills and team leadership competencies.</p>

		<ul style="list-style-type: none"> • System of Research Stimulation for Students and Young Academic and Research Workers • Ethical Code of the University of Pardubice • Code of Good Research Practice of the University of Pardubice • Employment Rules – Directive No. 18/2007 • Organisational Guidelines – Directive No. 4/2017 • The Internal Wage Regulations of the University of Pardubice • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice <p>Supportive results of the survey: 77% of respondents/supervisors involved in management and coordination activities stated that they had sufficient space for these activities. 69% of respondents stated that they had space to work with their younger colleagues. Only 36% of respondents think that the development activities with younger colleagues are taken into account in their evaluation.</p>	
38. Continuing Professional Development	+/-	<p>The University strives to improve systematic conditions for qualification growth not only of academic staff, but also for continuous supplementation and increase of qualifications and competencies of other employees of the University, as well as competencies in performing specific, e.g. supervising, managerial or self-governing functions of employees.</p> <p>The training of employees takes place to a sufficient extent, but it is not systematically organised in accordance with career planning.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 	<p>The University will create a system for regular development of key competencies of faculty staff coordinated with the plan of individual development of employees and providing more space for novice researchers.</p> <p>It will create a plan for strengthening managerial skills in those who are newly taking up managerial positions, taking into account the specifics of individual levels of management (management of scientific teams, departments, institutes, faculties, University).</p> <p>We will create an offer of individual development of long-term managers and employees attending in the mentoring system to doctoral students and novice faculty staff, with regard to the abilities and skills already acquired and the specifics of their professional activities.</p>

		<ul style="list-style-type: none"> • Strategic Plan of the University Pardubice for 2021+ • Research Framework of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers • Employment Rules – Directive No. 18/2007 • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation • Rules for Granting Sabbatical Leave - Directive No. 11/2003 • Rules for Habilitation Procedure and Procedure for the Appointment of Professor at the University of Pardubice – Directive No. 3/2017 • The Code of Lifelong Learning of the University of Pardubice <p>Supportive results of the survey: 83% of respondents think that the University provides sufficient opportunities for further educational, professional and career growth. 84% of respondents have participated in some form of education and training in the last five years.</p>	<p>We will make more effective use of the already existing HAP-pi information system and the University Education Portal.</p>
<p>39. Access to research training and continuous development</p>	<p>+/-</p>	<p>The University creates conditions for the career growth and professional development of its employees. Increasing the professional level of employees, development of skills and abilities generally applicable on the labour market and specific to the position held, takes place primarily by employee participation in training in the Czech Republic and abroad, by organising professional courses directly at the University, or by allowing study on the job or internships.</p> <p>The education and training system is available at the University, but is not coordinated with individual employee development plans and workplaces' needs. The level of skills achieved and their contribution to department development are not regularly evaluated.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 	<p>As part of systematic educational activities supporting the individual development of faculty staff, we will define and offer education and topics needed and coordinate these activities with plans for individual development of individual employees. It will include doctoral students and novice faculty staff from various research groups in accordance with their planned further development and the recommendation of a supervisor, trainer or mentor.</p> <p>The University will offer also a relevant training program for managers and mentors.</p> <p>The University will incorporate educational activities into the adaptation process of new faculty staff, leading to their faster involvement in the work environment.</p> <p>As part of this adaptation process, a set of training and educational activities will be created (depending on the needs of the specific position that the employee will</p>

		<ul style="list-style-type: none"> • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Research Framework of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers • Employment Rules – Directive No. 18/2007 • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation <p>Supportive results of the survey: 63% of respondents believe that they have the opportunity for career growth in their position. 84% of respondents believe that the University/faculty provides sufficient opportunities for their further education and professional development. 84% of respondents have participated in some form of education and training in the last five years. 60% of respondents have discussed their further career development with their supervisor.</p>	perform), which the new employee will complete during the probationary period. Their course will be consulted with the manager-supervisor evaluating the course of the adaptation process.
40. Supervision	+/-	Legislative and operational conditions for the performance of work duties are well set at the University. In matters of performance of work duties, the primary and formally designated person for each employee is his/her superior – supervisor or team leader, according to the organisational structure or classification of project activities within it (see Organisational Rules and Statutes of the University of Pardubice and faculties). With DSP students, this role is taken over by the supervisor - doctoral study and procedures for the appointment of supervisors are provided for by specific internal standards of the faculties. Assigned supervisors are always experienced faculty staff who are competent for professional and labour-law supervision of the student. Such supervision of DSP students is also taken into account and is part of the evaluation processes of individuals.	The University will design a university-wide framework and verify a functional mentoring system for DSP students and novice faculty staff. The university will take this activity into account in their individual development plans. It will also improve support for supervisors to perform their managerial duties, and create a plan to strengthen the managerial skills of those faculty staff who are new to supervising positions (leading scientific teams, managing departments, institutes, faculties, University).

		<p>The transfer of experience and various forms of mentoring among experienced staff (leaders of scientific teams, trainers, etc.) and young researchers work naturally, taking into account the field specifics of individual faculties. The University does not have a comprehensive framework for mentoring activities and their time schedule.</p> <p>Statutory and University regulations:</p> <ul style="list-style-type: none"> • Act No. 111/1998 Coll., On Higher Education Institutions • Act No. 130/2002 Coll., On the Promotion of Research and Development from Public Funds and on the Amendment of Certain Related Acts • The Statutes of the University of Pardubice • Long-term Plan for Education, Scientific, Research, Development and Innovation, Artistic and Other Academic Activities of the University of Pardubice for 2016–2020 • Implementation Schedule of the Strategic Plan of Educational, Scientific, Research and Development, Artistic, and Other Academic Activities of the University of Pardubice for 2020 • Strategic Plan of the University Pardubice for 2021+ • Research Framework of the University of Pardubice • System of Research Stimulation for Students and Young Academic and Research Workers • Employment Rules – Directive No. 18/2007 • Organisational Guidelines – Directive No. 4/2017 • Rules of the Quality Assurance and Assessment System of the Educational, Academic and Related Activities of the University of Pardubice • Report on Internal Quality Assessment of Educational, Academic and Related Activities of the University of Pardubice, Annual Reports on Internal Quality Assessment • Annual Reports, Analyses and evaluations within the annual reports on the activities of the organisation <p>Supportive results of the survey:</p>	
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		<p>77% of respondents/supervisors involved in supervision and coordination activities stated that they had sufficient space for these activities.</p> <p>69% of respondents have sufficient space to focus on support and development of younger colleagues.</p> <p>Only 36% of respondents/supervisors think that the development activities of younger colleagues are taken into account in their evaluation.</p> <p>79% of respondents feel that they have someone to turn to regarding their professional development.</p>	
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