

GAP Analysis (Charter and Code Checklist)

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Case number

2024SK265753

Name Organisation under review

University of Presov

Organisation's contact details

17. novembra 15, Presov, Slovakia, 08001, Slovakia

Date endorsement charter and code

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GAP Analysis overview

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

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

- **Status** : to what extent does this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented

- -- insufficiently implemented
- **GAP** : In case of --, -/+, or +/-, please **indicate the actual “gap”** between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The largest part of the funds for PU research comes from national grant programs such as VEGA, KEGA, APVV, where the eligibility of project proposals is not limited by the research topic or the scientific approaches used. Employees, researchers, teachers, and doctoral students at PU form teams at the faculty level as well as at the university level, depending on the needs of the research project. The aim is to create competitive teams that can participate in international projects such as Horizon 2020, Horizon Europe, and Erasmus+ Capacity Building. Employees, researchers, teachers, and doctoral students at PU who are principal investigators of research projects have complete freedom in the use of funds, the use of which is determined by the project scheme itself and national legislation. Young researchers and doctoral students at PU can apply for internal funding from the PU Grant Agency, see Rector's Measure 9/2023. There are no restrictions on the subject area of research. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (79.87%) consider this principle to be fully implemented at PU.	none

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	PU has established an ethics committee as an advisory board to the rector, which oversees compliance with the document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics", see https://www.unipo.sk/public/media/38250/Etick%C3%BD%20k%C3%B3dex%20Pre%C5%A1ovskej%20univerzity%20v%20Pre%C5%A1ove.pdf . The Code of Ethics is freely available online to all members of the PU academic community and is directly incorporated into other guidelines and measures at the level of individual faculties and the university. PU pays due attention to educating young researchers and doctoral students in the area of the code of ethics and ethical conduct in research within the Doctoral School of the University of Prešov in Prešov. Survey results: This area is among those positively evaluated in the survey. The majority of respondents at levels R1 to R4 (65.46%) consider this principle to be fully implemented at PU.	Monitor and, if necessary, internationalize the document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics" in accordance with the principles of HRS4R.

Status

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Professional responsibility is expected and required of all members of the PU academic community, which is also enshrined in the Directive on Plagiarism and Cheating by Students, see https://www.unipo.sk/public/media/3112/EZP%20smernica%20.pdf . All publications and scientific outputs in journals at individual faculties (e.g., Journal of Management and Business: Research and Practice, Theologos, Acta theologica et religionistica, Acta Patristica), conference proceedings, and own publishing activities are strictly subject to anonymous peer review. Employees, researchers, teachers, and doctoral students at PU prefer articles published in the Current Contents, Web of Science, or Scopus databases (which reflects the recognition that these databases are given by the Slovak Ministry of Education when calculating direct transfer shares for universities in Slovakia). Final theses at PU are published in CRZP in accordance with applicable legislation and are subject to similarity (plagiarism) checks. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (88.18%) consider this principle to be almost or fully implemented at PU.	As part of working meetings with representatives of individual faculties with the aim of introducing/modifying a central fund for the publishing activities of PU employees, researchers, teachers, and doctoral students.

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	In the document "Long-term plan of the University of Prešov in Prešov for 2021-2024 with an outlook to 2029", PU has clearly defined its vision, mission, and strategic goals. The document is freely available to all members of the PU academic community, see https://www.unipo.sk/public/media/9654/Dlhodoby%20zamer%20PU%20v%20Presove%20na%20roky%202021_2027%20s%20vyhladam%20do%20roku%202029_web%20bez%20priloh-1.pdf . Employees, researchers, teachers, and doctoral students at PU follow standard procedures (formalized at the level of the rector's office and individual faculties, or informal) in their research in order to obtain all necessary approvals before commencing research. PU research is project-based, and project management itself is governed by the rules set out in individual project schemes and formalized in a grant agreement between PU and the funding agency. Responsibility for project implementation is assumed by the principal investigator (researcher) with the full support of individual departments at the faculty or the PU rector's office. Young researchers and doctoral students at PU are trained in professional approaches as part of the Doctoral School of the University of Prešov in Prešov. Survey results: This area is one of the areas covered by the survey with which respondents are generally satisfied. The majority of respondents at levels R1 to R4 (79.26%) consider this principle to be almost or fully implemented at PU. At the same time, the results show a lower rating among young researchers (R2).	Consider creating a website aimed at young researchers, where they can find answers to basic questions related to their own research and the individual stages of its implementation.

Status

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Employees, researchers, teachers, and doctoral students at PU are required to strictly comply with Slovak legislation throughout the entire research process. An example from university and faculty practice is the use of grant funds exclusively after a three-stage financial control and in accordance with public procurement legislation. All grant agreements and license agreements are subject to publication in the Central Register of Contracts of the Slovak Republic (www.crz.gov.sk). These processes are supervised by the relevant departments of PU, such as the public procurement department, the legal department, the finance and budget department, the university library, and others. Survey results: The survey results indicate that respondents are satisfied with this area and the extent to which it is implemented at PU. The majority of respondents at levels R1 to R4 (75.07%) consider this principle to be almost or fully implemented at PU. The results also show a lower rating among young researchers (R2).	Consider implementing training focused on the procedural and financial aspects of the project at PU and related processes.

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	PU's financial statements are regularly audited by external auditors in accordance with applicable legislation. Beyond the scope of its legal obligations, the National Audit Office (NKU) or the funding agency may initiate an ad hoc audit of a specific account in connection with the implementation of a particular research project. As a public institution in Slovakia, PU's expenditures are subject to a three-level financial control in accordance with applicable legislation. In practice, this means control at the level of the principal investigator (or supervisor), the department bursar/secretary, and the university bursar or his/her representative. The principal investigator (researcher) is also required to keep sufficient documentation on all project expenditures and to cooperate with individual PU departments (e.g., legal department, public procurement department, and others). Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (83.18%) consider this principle to be fully implemented at PU.	none

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	In accordance with applicable legislation, health and safety training courses are held every year, which all employees, researchers, teachers, and doctoral students at PU are required to attend. PU has fully implemented the General Data Protection Regulation (GDPR), see https://www.unipo.sk/odkazy/ochrana-os-udajov . Survey results: This area is among those positively evaluated in the survey. The majority of respondents at levels R1 to R4 (84.38%) consider this principle to be almost or fully implemented at PU.	Consider organizing presentations as part of the activities of the Doctoral School of the University of Prešov in Prešov on successfully implemented projects presenting examples of good practice in the university environment.

Status**8. Dissemination, exploitation of results**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	All journals under the auspices of individual PU faculties (e.g., Journal of Management and Business: Research and Practice, Theologos, Acta theologica et religionistica, Acta Patristica) are published with open access. Through the university library, all members of the academic community have access to PU publications and scientific outputs. Open access fees and article processing charges (APC) are covered by project budgets. PU has a document entitled "Strategy for the Development of Science and Research at the University of Prešov in Prešov" which sets out the vision for the development of science and research at the university and its individual faculties, see https://www.unipo.sk/public/media/31600/Strate%CC%81gia%20rozvoja%20vedy%20a%20v%C3%BDskumu%20PU%20v%20Pre%C5%A1ove_1.pdf . Survey results: This area ranks among the highest rated areas in the survey. The majority of respondents at levels R1 to R4 (90.09%) consider this principle to be almost or fully implemented at PU.	Consider expanding the information promoted on the social networks of individual faculties and the university (e.g., the "UNIPO FAN" Facebook profile, the "Na PULze" magazine) to include information related to PU publications and scientific outputs.

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	PU regularly participates in various events aimed at engaging the public, such as the European Researchers' Night or the national Science and Technology Week. An open house day (DOD) is also organized regularly. PU also regularly participates in various educational and job fairs and cooperates with various stakeholders in organizing and co-organizing popularization and scientific events. Survey results: This area ranks among the highest rated areas in the survey. The majority of respondents at levels R1 to R4 (87.98%) consider this principle to be almost or fully implemented at PU.	Consider organizing an informational meeting to inform PU employees, researchers, teachers, and doctoral students about modern public engagement strategies.

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics" excludes discrimination based on race, religion or gender and all possible complaints are under the jurisdiction of the Ethics Committee. The premises of the University of Prešov are regularly (and currently) renovated with the intention of providing an inclusive environment also for people with disabilities and the hearing or visual impaired. The document "Gender Equality Strategy of the University of Prešov in Prešov" is one of the strategic documents of the University of Prešov and is valid from 2022, see https://www.unipo.sk/public/media/41150/Strategia%20Rodovej%20rovnosti_25032022(2).pdf . Survey results: The subject area is among those positively evaluated in the survey. The majority of respondents at levels R1 to R4 (83.48%) consider this principle at PU to be almost or fully implemented.	none

Status

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Employees, researchers, teachers, and doctoral students at PU are subject to regular evaluation of their research performance (publication and project activities) at the level of their department or faculty. The quality of the teaching process, supervision of final theses, and other activities is assessed at the level of individual faculties in the form of, for example, classroom observations by a superior or an annual quality assessment survey conducted by PU students. The system and method of rewarding outstanding publications is entirely at the discretion of the individual faculties. Survey results: This area is one of the areas covered by the survey in which respondents did not identify any significant problems. The majority of respondents at levels R1 to R4 (75.37%) consider this principle to be almost or fully implemented at PU.	Implement an HRS4R information campaign to facilitate a better understanding of international criteria for evaluating HEIs among individual members of the academic community.

Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.

12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	The recruitment of employees, researchers, and teachers is governed primarily by Slovak legislation and Rector's Measure No. 11/2022 "Principles of the Selection Procedure for Filling Positions of University Teachers, Researchers, Professors, Associate Professors, and Senior Staff", see: https://www.unipo.sk/sites/default/files/content/Zasady_vyberoveho_konania.pdf . The document in question does not contain specific provisions for the recruitment of employees, researchers, teachers, and doctoral students from abroad or disadvantaged groups. The purpose of the document is to define the absence of discrimination against applicants from these groups. The general criteria and specific conditions for filling the positions of associate professor and professor are set out in additional rules in accordance with the accreditation standards of the Slovak National Accreditation Authority for Higher Education, see Rector's Measure No. 13/2022 "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors", see https://www.unipo.sk/sites/default/files/content/Vseobecne_kriteria_na_obsadzovanie_funkcii_profesorov_a_docentov.pdf . Survey results: The survey results indicate that respondents are satisfied with this area and the extent to which it has been implemented at PU. The majority of respondents at levels R1 to R4 (64.86%) consider this principle to be almost or fully implemented at PU. At the same time, the results indicate a relatively large group of 83 respondents who were unable to take a position on this issue.	Consider updating the documents "Principles of the selection procedure for filling university teaching positions, research positions, professorships, associate professorships, and senior management positions" and "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors" in accordance with the principles of HRS4R.

Status**13. Recruitment (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	The current form of job advertisements is too general, uniform for all faculty positions at a certain level (one template for individual positions), available only in Slovak, and published only on Slovak web portals (university website, Profesia.sk portal). In its current form, it does not meet the criteria set out in the Code of Conduct for the Recruitment of Researchers (there is no link to the OTM-R policy, gender equality policy, career development opportunities, etc.). All applicants must submit documentation in printed form; paperless communication is not permitted. Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. The majority of respondents at levels R1 to R4 (83.18%) consider this principle to be almost or fully implemented at PU.	Consider publishing job vacancies on internationally accessible platforms, e.g. EURAXESS.

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	The selection committee assesses the specific characteristics of candidates and is nominated in accordance with national regulations and internal PU regulations. The selection committee is composed exclusively of internal PU members. PU has recorded low interest in job vacancies, mainly due to uncompetitive wages (as determined by national legislation). Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. The majority of respondents at levels R1 to R4 (84.98%) consider this principle to be almost or fully implemented at PU.	Consider updating the documents "Principles of the selection procedure for filling university teaching positions, research positions, professorships, associate professorships, and senior management positions" and "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors" in accordance with the principles of HRS4R.

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	All applicants for an advertised job position receive a letter of acceptance/rejection after the selection process, but applicants are not provided with broader feedback or reasons for rejection. Applicants for advertised job positions are informed in advance about the selection process and the criteria on the basis of which applicants are evaluated and selected. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (82.58%) consider this principle to be almost or fully implemented at PU.	Consider revising the template for invitation letters and rejection letters for applicants for advertised positions. The invitation letter would provide more detailed information about the selection interview.

Status

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	According to the currently valid rules, applicants must meet the criteria set out in the document "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors", see https://www.unipo.sk/sites/default/files/content/Vseobecne_kriteria_na_obsadzovanie_funkcii_profesorov_a_docentov.pdf . These criteria comprehensively cover all aspects of the work involved in the position, i.e., they cover the required teaching experience, publishing, and project activities. They also include criteria reflecting a range of other academic and professional activities, such as membership in scientific councils, administrative boards, etc. Survey results: This area is among those positively evaluated in the survey. The majority of respondents at levels R1 to R4 (77.77%) consider this principle to be almost or fully implemented at PU.	Consider updating the document "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors" in accordance with the principles of HRS4R.

17. Variations in the chronological order of CVs (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	PU is strictly against discrimination against people who have taken a break in their careers, for example during maternity leave or study leave. The document "Principles of the selection procedure for filling university teaching positions, research positions, professorships and associate professorships, and senior management positions" does not explicitly specify how to take into account deviations in the chronological order of CVs when assessing the profile of a job applicant, see https://www.unipo.sk/sites/default/files/content/Zasady_vyberoveho_konania.pdf . PU fully supports the decision of employees to take a career break to start a family and return to work. Survey results: The respondents' attitude towards this area can be described as cautious. A significant proportion of respondents at levels R1 to R4 (43.54%) consider this principle to be almost or fully implemented at PU. As many as 52 respondents described this area as insufficiently implemented, with the largest group of respondents (36.33%) unable to take a position on this area.	Raise awareness of this issue among individual members of the PU academic community (information campaign on HRS4R).

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	In terms of career development, i.e. in habilitation and inauguration proceedings, international mobility is one of the relevant criteria for evaluating candidates. The document "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors" does not include international mobility among the criteria monitored, see https://www.unipo.sk/sites/default/files/content/Vseobecne_kriteria_na_obsadzovanie_funkcii_profesorov_a_docentov.pdf . Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. The majority of respondents at levels R1 to R4 (77.17%) consider this principle to be almost or fully implemented at PU.	Consider updating the document "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors" in accordance with the principles of HRS4R.

Status**19. Recognition of qualifications (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	If an applicant for a position as a university teacher or researcher has obtained a diploma abroad, they must submit a diploma/document of education translated into Slovak and attach a notarized decision of the Ministry of Education pursuant to Act No. 422/2015 Coll. on the recognition of documents of education and professional qualifications. Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. The majority of respondents at levels R1 to R4 (75.37%) consider this principle to be almost or fully implemented at PU.	Consider updating the document "Principles of the selection procedure for filling university teaching positions, research positions, professorships, associate professorships, and senior management positions" in accordance with the principles of HRS4R.

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Job appointments take into account the entire career path of the applicant, i.e. they include various academic and professional achievements to be obtained later in their career (e.g. membership in the editorial boards of prominent journals). Age limits for associate professors and professors to fill positions are set by law (70 years). PU regularly awards emeritus professor positions to retired researchers with the best results in accordance with the document "Principles for awarding the honorary title of 'professor emeritus' (emeritus professor) at the University of Prešov in Prešov", see https://www.unipo.sk/public/media/23659/Z%C3%A1sady%20ude%C4%BEovania%20%C4%8Destn%C3%A9ho%20titulu%20profesor%20emeritus%202020.pdf . Survey results: This area is among those positively evaluated in the survey. The majority of respondents at levels R1 to R4 (77.17%) consider this principle to be almost or fully implemented at PU.	none

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Currently, postdoctoral researchers at PU are hired on short-term contracts of up to five years for positions as assistant professors or researchers. These positions do not require successful applicants to participate in international mobility programs. Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. Almost half of respondents at levels R1 to R4 (49.24%) consider this principle to be almost or fully implemented at PU. However, the second largest group consisted of respondents (88) who were unable to take a position on the issue.	Implement the HRS4 campaign focusing on postdoctoral positions and their importance for the career path of young researchers.

Working Conditions and Social Security

Status

22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Recognition of the profession is ensured by Act No. 422/2015 on the recognition of educational documents and professional qualifications. All accepted employees have comparable working conditions and salaries. The condition is that their educational documents are recognized as equivalent to documents confirming Slovak education. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (72.37%) consider this principle to be almost or fully implemented at PU.	Implement an HRS4R information campaign focusing on the recognition of the research profession.

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Historically, research activities at PU have been financed primarily from external sources (Ministry of Education, Research, Development and Youth of the Slovak Republic, EU structural funds, Norwegian funds, and others). The financing of PU's capital activities reflects grant opportunities and the possibilities of the state budget. PU has limited access to the Web of Science database (access to abstracts only) due to high procurement costs on the part of the state. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (72.37%) consider this principle to be almost or fully implemented at PU. However, the representation of these groups is significantly more balanced compared to other areas (52:48).	Flexibly adjust the staffing of the PU project department with the aim of increasing the volume of external financing for capital activities (inter-faculty research projects, development projects, EU structural funds).

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	PU fully complies with all European and national regulations relating to labor law. The result is embodied in a collective agreement, see https://www.unipo.sk/vseobecne-informacie/info-pre-zamestnancov/zoozpsav/kolekt-zmluvy . Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (75.97%) consider this principle to be almost or fully implemented at PU.	Consider updating the collective agreement for the next period in accordance with the principles of HRS4R.

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Currently, postdoctoral researchers at PU are hired on short-term contracts of up to five years for positions as assistant professors or researchers. The duration of the contract is determined by the dean of the faculty, with the selection committee's recommendation being advisory in nature. Employees, researchers, associate professors, and professors must be hired on permanent contracts only after nine years of service and a third selection procedure (Act No. 553/2003 on salaries for positions in the public interest). Job stability is rather unofficial or informal, which is determined, among other things, by the salary evaluation of individual positions. Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. Almost two-thirds of respondents at levels R1 to R4 (66.06%) consider this principle to be almost or fully implemented at PU.	Consider standardizing the minimum length of the first employment contract for postdoctoral researchers.

Status**26. Funding and salaries**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	PU rewards its own employees, researchers, and teachers in accordance with national legislation and fulfills all its obligations in relation to social security and health insurance contributions. The salaries of employees, researchers, and teachers are determined by national legislation (Act No. 553/2003 Coll. on the remuneration of certain employees in the public interest, Government Regulation No. 341/2004 Coll.). Salaries are set for each level from R1 to R4 and in accordance with years of experience (salary scales). However, salary scales are not competitive with salaries in the private sector, for example, which causes a brain drain from the academic community. Survey results: In the context of the above, the survey results point to one of the lowest levels of respondent satisfaction with this area and the degree of its implementation at PU. Less than half of respondents at levels R1 to R4 (44.74%) consider this principle to be almost or fully implemented at PU. This principle is considered insufficiently implemented by 23.72% of respondents.	Consider introducing a new central remuneration fund for employees participating in international projects and employees with above-average performance.

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The document "Gender Equality Strategy of the University of Prešov in Prešov" is one of the strategic documents of PU and has been in force since 2022, see https://www.unipo.sk/public/media/41150/Strategia%20Rodovej%20rovnosti_25032022(2).pdf . Practice at PU shows that women are represented in comparable numbers to men among decision-makers at individual faculties (deans, vice-deans). In general, however, it can be said that men are less represented, for example, among administrative staff. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (79.27%) consider this principle to be almost or fully implemented at PU.	none

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Employee training is carried out within the framework of the activities of the Center for Lifelong Learning and Competence Development, the Erasmus+ program, or other national and international project schemes. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (67.26%) consider this principle to be almost or fully implemented at PU. However, 25.52% of respondents see room for improvement in this area, considering this principle to be partially implemented at best.	none

Status**29. Value of mobility**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>In terms of career development, i.e. in habilitation and inauguration proceedings, international mobility is one of the relevant criteria for evaluating candidates. The document "General criteria for filling the positions of professors and associate professors and specific conditions for filling the positions of professors and associate professors" does not include international mobility among the criteria monitored, see https://www.unipo.sk/sites/default/files/content/Vseobecne_kriteria_na_obsadzovanie_funkcii_profesorov_a_docentov.pdf. During their careers, PU employees are supported in the implementation of short-term and long-term mobility abroad. PU has a specialized department (Department of Foreign Affairs and External Relations) that provides organizational and administrative support for international mobility. Similar support is provided by specialized departments at individual faculties. PU employees can take advantage of the Grant Agency for Doctoral Students and Young Scientific and Pedagogical Workers of the University of Prešov in Prešov, the Erasmus+ program, as well as various external grant opportunities such as the Fulbright Program, the National Scholarship Program, and the Austria-Slovakia Action. Survey results: This area is one of the most highly rated areas in the survey. The majority of respondents at levels R1 to R4 (61.86%) consider this principle to be fully implemented at PU.</p>	none

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>Access to career counseling is currently not institutionalized at PU. PU supports employee training in career development and strategy, but without financial coverage for this type of activity. Individual career counseling can be provided by senior staff, e.g., department heads, but this is rarely used in practice. Survey results: The respondents' attitude towards this area can be described as cautious. A significant proportion of respondents at levels R1 to R4 (47.44%) consider this principle to be almost or fully implemented at PU. As many as 21.62% of respondents described this area as insufficiently implemented, while 56 respondents were unable to take a position on this area.</p>	<p>Consider training courses aimed at improving career development, research profiles, and publication strategies for individual groups R1 to R4.</p>

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>In practice, it can be said that almost all intellectual capital is created within externally funded projects. Intellectual property rights are an automatic part of grant agreements signed between PU and the funding organization. All publications and scientific outputs in journals at individual faculties (e.g., Journal of Management and Business: Research and Practice, Theologos, Acta theologica et religionistica, Acta Patristica), conference proceedings, and own publishing activities are governed by Slovak copyright law and are subject to a license agreement. All license agreements are published in the Slovak Central Register of Contracts (CRZ). Survey results: This area is among those that received high ratings in the survey. The majority of respondents at levels R1 to R4 (58.25%) consider this principle to be fully implemented at PU.</p>	none

Status**32. Co-authorship**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	PU considers co-authorship to be equivalent to sole authorship of scientific or publication output. Some remuneration systems at individual faculties recognize the author's share in the publication, which is related to the system of subsidies from the state budget for such publications (based on share). Ethical conduct in co-authorship is governed by the Code of Ethics, see https://www.unipo.sk/public/media/38250/Etick%C3%BD%20k%C3%B3dex%20Pre%C5%A1ovskej%20univerzity%20v%20Pre%C5%A1ove.pdf . Survey results: This area is among the most highly rated areas in the survey. The majority of respondents at levels R1 to R4 (48.94%) consider this principle to be fully implemented at PU.	none

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	All employees in the position of doctoral student, assistant professor, associate professor, or professor should teach the same number of teaching hours (according to their job position) regardless of their research performance and the number of international projects. Training in teaching skills is provided as part of the activities of the Center for Lifelong Learning and Competence Development. Survey results: Despite the above, the survey results indicate that respondents are satisfied with this area and the extent of its implementation at PU. Almost two-thirds of respondents at levels R1 to R4 (65.16%) consider this principle to be almost or fully implemented at PU.	Consider organizing training in teaching skills.

34. Complaints/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Complaints and their resolution are governed by Rector's Measure No. 1/2023 "Principles of Complaint Handling", see https://www.unipo.sk/public/media/38560/Zasady%20vybavovania%20staznosti.pdf . Conflicts arising from violations of the document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics" are resolved by the Ethics Committee in accordance with this document, see https://www.unipo.sk/public/media/38250/Etick%C3%BD%20k%C3%B3dex%20Pre%C5%A1ovskej%20univerzity%20v%20Pre%C5%A1ove.pdf . Complaints/appeals filed with the court or under Act No. 54/2019 Coll. are handled by the legal department. Survey results: This area is one of the areas covered by the survey with which respondents are generally satisfied. The majority of respondents at levels R1 to R4 (59.45%) consider this principle to be almost or fully implemented at PU. However, the second largest group of respondents (24.62%) were unable to take a position on this area.	Consider translating the document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics" into English in accordance with the principles of HRS4R.

Status**35. Participation in decision-making bodies**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	As a public university in Slovakia, PU fully complies with Act No. 131/2002 Coll. on Universities. Internal regulations allow PU employees, researchers, teachers, and doctoral students to participate in academic self-governing bodies. They can participate and jointly decide at meetings of the Rector's Council and Deans' Councils, the Academic Senate, and Scientific Councils. Survey results: This area is one of the areas covered by the survey with which respondents are generally satisfied. The majority of respondents at levels R1 to R4 (66.06%) consider this principle to be almost or fully implemented at PU.	none

Training and Development**36. Relation with supervisors**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	This area is part of the document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics", see https://www.unipo.sk/public/media/38250/Etick%C3%BD%20k%C3%B3dex%20Pre%C5%A1ovskej%20univerzity%20v%20Pre%C5%A1ove.pdf . All employees, researchers, teachers, and doctoral students at PU are invited to team meetings (consultations) to discuss responsibilities for the upcoming period. It is also possible to request ad hoc meetings to discuss the completion of planned activities or compliance with set deadlines. All PU employees, researchers, teachers, and doctoral students receive regular feedback on their research results (as part of the annual project evaluation process) and work performance (individual meetings). Feedback on the quality of the teaching process is provided after the completion of a regular annual quality assessment survey by PU students. Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (82.28%) consider this principle to be almost or fully implemented at PU.	none

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	For senior staff and members of the governing bodies of faculties and the university, it is possible to reduce the number of teaching hours to compensate for the time spent on duties arising from their position. The document "Code of Ethics of the University of Prešov in Prešov - Scientific Integrity and Ethics" sets out certain principles for professional relationships with other colleagues, see https://www.unipo.sk/public/media/38250/Etick%C3%BD%20k%C3%B3dex%20Pre%C5%A1ovskej%20univerzity%20v%20Pre%C5%A1ove.pdf . Survey results: This area is one of the positively evaluated areas in the survey. The majority of respondents at levels R1 to R4 (71.77%) consider this principle to be almost or fully implemented at PU.	Consider continuing training in people management and leadership skills for PU representatives.

Status

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	Employees, researchers, teachers, and doctoral students at PU commit to individual and continuous education in their field of scientific interest, participating in international conferences, engaging in grant calls at the national and international level, implementing international mobility, and gradually working on their careers. Survey results: In the context of the above, the survey results indicate that respondents are satisfied with this area and the extent to which it is implemented at PU. The majority of respondents at levels R1 to R4 (77.47%) consider this principle to be almost or fully implemented at PU.	Consider introducing a central fund that would take into account individual achievements in professional development at all levels from R1 to R4.

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	PU supports continuous education and career development for all employees, researchers, teachers, and doctoral students at PU. To this end, PU regularly and proactively obtains external grant resources, e.g., within the Erasmus+ program, to finance international mobility. To this end, a Regional Teacher Support Center, a Center for Lifelong Learning and Competence Development, a Center for Applied Research and Innovation, and other specialized workplaces have been established, whose activities include, among other things, activities leading to the education and career development of members of the PU academic community. Survey results: In the context of the above, the survey results indicate that respondents are satisfied with this area and the extent to which it is implemented at PU. The majority of respondents at levels R1 to R4 (74.77%) consider this principle to be almost or fully implemented at PU.	Continue to promote PU activities in the field of continuing education and career development.

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	The managers of organizational units are responsible for supervising the members of their team, workplace, or department. These representatives initiate regular meetings to discuss professional duties and share information about current events at the faculty and university. Senior staff are appointed in accordance with Rector's Measure No. 11/2022 "Principles of the selection procedure for filling university teaching positions, research positions, professorships and associate professorships, and senior staff positions", see: https://www.unipo.sk/sites/default/files/content/Zasady_vyberoveho_konania.pdf . Within the PU, there is also a document entitled "Strategy for the Development of Science and Research at the University of Prešov in Prešov," which also regulates competencies in the development of science and research at the university and individual faculties, see https://www.unipo.sk/public/media/31600/Strate%CC%81gia%20rozvoja%20vedy%20a%20v%C3%BDskumu%20PU%20v%20Pre%C5%A1ove_1.pdf . Survey results: The respondents' attitude towards this area can be described as cautious. A significant proportion of respondents at levels R1 to R4 (49.84%) consider this principle to be almost or fully implemented at PU. As many as 77 respondents described this area as insufficiently implemented, with respondents' satisfaction decreasing with career growth.	Consider updating the document "Strategy for the Development of Science and Research at the University of Prešov in Prešov" in accordance with the principles of HRS4R.