TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: **2023PL178824**

Name Organisation under review: Wroclaw Medical University

Organisation's contact details: wyb. Ludwika Pasteura 1, 50-367 Wrocław

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GAP ANALYSIS

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

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	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	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom	++	The analysis of documents confirms that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code concerning research freedom. Scientific research freedom, in all its aspects, is defined and safeguarded by the Higher Education and Science Act of 20 July 2018. This commitment to research freedom is also affirmed in the preamble of the University Statute (Senate Resolution No. 2349 of 27 October 2021, as amended). Researchers have the liberty to select topics that align with their interests and to choose their methods and laboratory practices. Survey results (77% positive responses) further demonstrate that researchers at WMU enjoy full autonomy in their choice of research topics, methods, and laboratory practices.	No action required
2. Ethical principles	+/-	The Ethics Committee and the Bioethics Committee operate at WMU, with their activities based on, among others: the Declaration of Helsinki, the International Ethical Guidelines for Biomedical Research Involving Human Subjects (developed by the Council for International Organisation of Medical Science), Good Clinical Practice, and the European Union Directive 2001/20/WE (supplemented by the ENTRA/6422/01 Guidelines). National regulations also apply, including the Act on the Professions of Physician and Dentist of December 5, 1996, and the Pharmaceutical Law Act of September 6, 2001. The Rules of the Ethics Committee are attached as an annex to Senate Resolution No. 2350 of Wroclaw Medical University dated October 27, 2021, as amended. The Rules of the Bioethics Committee are included	A2. Development of a Code of Ethics for the WMU employees and integration with the Ethics Commission's regulations.

		in Annex No. 1 to Rector's Regulation No. 291/XVI R/2020 of December 30, 2020, as amended. Despite the generally positive perception of adherence to ethical principles in scientific research (76% positive responses in the survey), document analysis revealed the need for additional actions to ensure the full implementation of these principles. **The following gaps were identified:** • Lack of a separate, easily accessible document outlining the criteria for good practices in scientific research and procedural frameworks to be followed in ethically ambiguous situations. **Conclusion:** The absence of a Code of Ethics for WMU employees may lead to decision-making paralysis in ethically ambiguous situations.	
3.Professional responsibility	++	Document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. According to Polish law (particularly the Act of February 4, 1994, on Copyright and Related Rights) as well as the Statute of WMU and the Intellectual Property Management and Commercialization Rules at WMU (Resolution No. 2459 of the Senate of Wroclaw Medical University dated December 14, 2022), all university employees are obligated to respect copyright laws. Matters of professional responsibility, including respect for intellectual property rights and shared ownership of data/results in collaborative research with supervisors and/or other researchers, received high ratings in a survey (72% positive responses). Although no significant gaps were identified in the internal document analysis or the survey, certain improvements were suggested.	A3. Planned organisational improvement to reinforce good practices: inclusion of a statement in HR documents confirming familiarity with the Statute and the Regulations on Intellectual Property Management at the employment stage.
4. Professional attitude	++	Document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. Researchers at WMU are familiar with the strategic goals of their academic environment and the mechanisms for funding research, as regulated by the "Procedure for the Preparation and	No action required.

		Implementation of Externally Funded Projects" (Ordinance No. 222/XVI R/2022 of the Rector of Wroclaw Medical University, dated December 22, 2022). This is further confirmed by a high survey rating, with 72% of respondents providing positive feedback.	
5. Contractual and legal obligations	++	Document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. Regulations concerning intellectual property rights derived from agreements, national, international, or sectoral laws, and those governing working conditions are well-known and adhered to within the WMU research community. This is corroborated by survey results, with 78% of respondents providing positive feedback.	No action required.
6. Accountability	++	Document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. According to researchers (86% positive responses), WMU supports staff in adhering to principles of diligent, transparent, and effective financial management. This support is primarily provided through internal regulations and administrative and legal assistance from organizational units responsible for the allocation and settlement of funds, as well as the conduct of internal and external audits.	No action required.
7. Good practice in research	+/-	The principles of good practices in scientific research at the WMU are regulated by numerous internal provisions, established based on overarching external regulations. The principles of data protection and IT security are governed by the Data Protection Policy (Ordinance No. 93/XV R/2018 of the Rector of Wroclaw Medical University dated 1 August 2018, as amended). Issues related to occupational health and safety are regulated, among others, by the Work Regulations (Ordinance No. 126/XV R/2019 of the Rector of Wroclaw Medical University dated 13 September 2019, as amended).	A4. Dissemination of information among researchers regarding internal regulations on IT support and data recovery options.

		A review of the documentation revealed no gaps in relation to legal regulations, which was confirmed by high survey ratings: 86% positive responses regarding health and safety regulations, 81% for data security and protection, and 56% for data recovery. However, in response to the question about knowledge concerning data storage and recovery, as many as 36% of respondents answered "hard to say", indicating the need for additional actions to fully implement this principle. **The following gaps were identified:** • Knowledge about IT support and the possibilities of recovering data lost due to technological failures is not comprehensively disseminated among researchers at WMU, despite the existence of internal regulations. **Conclusion:** Researchers' knowledge regarding data storage, recovery options, and IT support in this area is insufficient.	
8. Dissemination, exploitation of results	+/-	In line with the WMU's Strategy for 2021–2028, the university's research priorities include interdisciplinarity, scientific development that drives progress in medicine and impacts the economic environment (R&D), increased internationalisation, and enhancement of research potential. WMU emphasises ensuring that all research outcomes reach the widest possible audience and undertakes various initiatives to achieve this. One such initiative is the establishment of the Technology Transfer Centre, which handles tasks related to cooperation with industry, technology transfer, intellectual property management, fostering innovation, supporting academic entrepreneurship, and disseminating knowledge. Another example is WMU's leadership in the "Polish Medical Platform" (PPM), a partnership project of medical universities. PPM is a repository designed for recording, archiving, and disseminating the results of the scientific and research activities of WMU staff and doctoral students. It provides access to publications and research data, allowing unrestricted access at any time and place under free licence terms. The rules for depositing data are defined in the Repository Regulations (Central system for recording and archiving the effects of scientific, research, and	**A5.** Dissemination of information among researchers about the opportunities and tools available at WMU for disseminating research findings.

		teaching activities, Ordinance No. 177/XVI R/2023 of the Rector of the Wroclaw Medical University dated 25 October 2023). Researchers conducting scientific work are also required to disseminate their research results, a responsibility formalised in their job descriptions under Ordinance No. 191/XVI R/2020 of the Rector of Wroclaw Medical University dated 30 September 2020, as amended. Survey results indicated that WMU researchers are aware of their obligation to disseminate their research findings, with 57% providing positive responses. However, given the 32% neutral responses ("hard to say") and 11% negative responses, additional measures are deemed necessary to fully implement this principle. **The following gaps were identified:** • A lack of knowledge among researchers regarding the tools and opportunities available at the university for disseminating research results. **Conclusion:** Researchers' knowledge about the available tools and opportunities for disseminating research findings is insufficient, which may negatively impact the efficiency of the dissemination process.	
9. Public engagement	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code.The WUM Strategy for 2021–2028 in the area of social responsibility emphasises actions aimed at social engagement and effective impact on the surrounding community in the fields of education, healthcare, and the popularisation of science. As part of implementing this strategy, WMU conducts extensive activities to strengthen cooperation with the social environment, including the dissemination of research results and the execution of social projects and initiatives (e.g., the Science Festival, University of the Third Age, Medical University Run, and the "Move Your Heart" campaign). Survey results showed that researchers positively evaluate this aspect, with 57% positive responses.	No actions required. The continuation of WMU's strategic objectives and the intensification of efforts in this area are planned as one of the priorities for the new term of the Medical University's authorities (2024–2028).

10. Non discrimination	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. In line with the requirements of the Directorate-General for Research and Innovation of the European Commission, Wroclaw Medical University has implemented a Gender Equality Plan (GEP) to be eligible for funding under the EU Framework Programme for 2021–2027, "Horizon Europe" (HE). In addition to enabling applications for European grants, the Gender Equality Plan of Wroclaw Medical University for 2022–2024 primarily aims to promote equality and diversity within the community. Furthermore, to build a friendly, safe, and prejudice-free environment for work and study at WMU, Equality Officers have been appointed by the Rector. In cooperation with the Equality Team and the university authorities, they are gradually introducing changes to WMU's equality policy. These efforts include updating internal regulations related to equality issues, simplifying procedures for reporting undesirable incidents, raising awareness and knowledge about bullying and unequal treatment among the academic community, and providing support for affected individuals. 78% of survey respondents evaluated this aspect positively.	No action required.
11. Evaluation/ appraisal systems	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. The process of evaluating academic staff at WMU is governed both by the Higher Education and Science Act of 20 July 2018 and by internal regulations (including the WMU Statute and the Rules for the Evaluation of Academic Staff). 60% of positive responses in the survey confirm that WMU has a transparent system for evaluating academic staff.	No action required.
Recruitment and Selection			
12. Recruitment	-/+	Recruitment for academic positions is based on national regulations (the Higher Education and Science Act of 20 July 2018) and internal regulations, including the WMU Statute, Work Regulations, and Remuneration regulations, and is conducted through an open competition.	A7. Development of an OTMR procedure within the Personnel Policy in both Polish and English, including: ● A template for job advertisements with

		In addition to these documents, more specific criteria that academic staff must meet to apply for positions at Wroclaw Medical University are also in force (Rector's Ordinance No. 254/XVI R/2021 of 29 October 2021, as amended). The survey results mostly indicate a positive evaluation of the recruitment process by academic staff (66% positive responses). However, a detailed analysis of internal documentation and the stages of the process identified the following gaps: ● Absence of an information clause, ● Lack of online application tools, ● No competition documentation available in English (including attachments). **Conclusion:** The absence of comprehensive competition documentation and dispersed regulations make it difficult to find information. There is a lack of a unified document defining standards and efficient, transparent procedures for recruiting academic staff.	information clauses and candidate declarations, ● Provisions regarding the diversity of experience among committee members, gender balance, the possibility of members coming from various sectors, engagement of external experts, and an English language reviewer, ● Provisions for informing candidates about the strengths and weaknesses of their applications, ● Selection criteria for candidates, including their weighting. Amendment and adaptation of the regulations for competitions for academic positions to align with the OTMR procedure.
13. Recruitment (Code)	-/+	As mentioned above, the recruitment process is based on national and internal regulations. Survey results indicate a positive assessment of the recruitment procedure, with 76% positive responses. However, a detailed analysis of internal documentation, the stages of the process, and feedback from administrative participants in the process revealed the following gaps: ● Absence of a unified job advertisement template that includes details about working conditions, scope of duties, career development opportunities, and language proficiency requirements (English and/or Polish) for conducting classes.	A7. Development of an OTMR procedure within the Personnel Policy in both Polish and English, including: ● A template for job advertisements with information clauses and candidate declarations, ● Provisions regarding diversity in the experience of committee members, gender balance, inclusion of members from

		● Recruitment elements are described across multiple ordinances, with the procedure in one and the requirements in another. ● Lack of an English version of the procedure and related documents. **Conclusion:** Gaps in competition documentation and dispersed regulations, as well as the lack of a unified document defining standards and efficient, transparent recruitment procedures for academic staff, make it difficult for candidates to find the necessary information.	various sectors, the possibility of involving external experts and an English language reviewer, ● Guidelines for informing candidates about the strengths and weaknesses of their applications, ● Selection criteria for candidates, including their weighting. Amendment and adaptation of the regulations for academic position competitions to align with the OTMR procedure.
14. Selection (Code)	-/+	The rules for selecting members of recruitment committees for the recruitment of researchers at WMU are defined in the Regulations on Competition Procedures for Academic Positions, which form an annex to the WMU Statute. The composition of the recruitment committee depends on the group of employees the future staff member will belong to and whether the candidate will be employed in a university-wide unit or a faculty. Each recruitment committee includes the head of the unit to which the competition relates. Additionally, depending on the group, members may include: the Vice-Rector for Students and Education, the chair of the discipline council or their deputy, members of the discipline council elected by the council, the dean, and academic teachers employed at the faculty as designated by the dean. Committee members are individuals with substantive and practical knowledge relevant to the activities of the unit and the requirements of the position. The WMU Gender Equality Plan for 2022–2024 declares the formulation and implementation of guidelines to balance gender representation, including in recruitment committees.	A8. Training/instructions for recruitment committee members on the following topics: ● Considering the full range of candidates' experience, ● Acknowledging career breaks and deviations from chronological career progression, ● Recognising mobility as a valuable contribution to the professional development of researchers. A7. Development of an OTMR procedure within the Personnel Policy in both Polish and English, including:

		Survey results show that 59% of academic staff responded positively regarding the diversity of experience among committee members, while only 35% responded positively about gender balance, with a significant proportion of neutral responses (57%). **The following gaps were identified:** ● Committee members are not trained in best practices for recruitment processes. ● Internal recruitment regulations lack provisions on the diversity of committee members' experience, gender balance, inclusion of members from different sectors, and the possibility of involving external experts. **Conclusions:** Due to the lack of standardised provisions and training for recruitment committee members, the process is not uniform.	● A template for job advertisements with information clauses and candidate declarations, ● Provisions regarding diversity in the experience of committee members, gender balance, inclusion of members from various sectors, the possibility of involving external experts and an English language reviewer, ● Guidelines for informing candidates about the strengths and weaknesses of their applications, ● Selection criteria for candidates, including their weighting. Amendment and adaptation of the regulations for academic position competitions to align with the OTMR procedure.
15. Transparency (Code)	-/+	The Regulations on Competition Procedures for Academic Positions at WMU (annex to WMU Statute) define the places for publishing job advertisements for academic positions, the duration of the advertisement, and information about the competition stages. Information about the competition is made available in the Public Information Bulletin on the university's website, in the national academic job advertisement database, and on the European Commission's website via the European portal for mobile researchers in English at least 30 days before the competition. During the first stage of the competition (verification of candidates' compliance with formal requirements), applications with formal deficiencies are returned to the candidates without consideration or a	A7. Development of an OTMR procedure within the Personnel Policy in both Polish and English, including: ● A template for job advertisements with information clauses and candidate declarations, ● Provisions regarding the diversity of experience among committee members, gender balance, inclusion of members

		request to address the deficiencies. The regulations also state that the chair of the recruitment committee must notify all candidates who participated in the competition in writing about the results within 14 days of the rector's decision. Information about the competition and its results, including justifications, is published in the Public Information Bulletin of the university. Survey results, showing a predominance of neutral responses (44%) over positive ones (41%), alongside the analysis of documentation and administrative feedback from participants, indicate that certain elements require action to enhance the transparency of the process. **The following gaps were identified:** ● Lack of a system to monitor the process, ● No feedback for candidates who failed to meet formal requirements in the first stage of the competition, ● Absence of an information clause in the job advertisement, ● Lack of a standardised job advertisement template with selection criteria, ● No mention of duties and benefits in job advertisements. **Conclusions:** The absence of a unified document defining standards and efficient, transparent recruitment procedures for academic staff, as well as the lack of a process monitoring system, negatively impacts the flow of information following the rector's decision.	from various sectors, the possibility of involving external experts, and an English language reviewer, ● Guidelines for providing candidates with feedback on the strengths and weaknesses of their applications, ● Selection criteria for candidates, including their weighting. Amendment and adaptation of the regulations for academic position competitions to align with the OTMR procedure. A9. Creation of a system for monitoring and overseeing the recruitment process for researchers, including the collection and tracking of quantitative data.
16. Judging merit (Code)	-/+	At WMU, a rector's ordinance specifies the criteria that academic staff must meet to apply for a position at the university (Rector's Ordinance No. 254/XVI R/2021 of 29 October 2021, as amended). This legal act differentiates the requirements for academic positions across three staff groups: research, research and teaching, and teaching. During the recruitment process, the criteria applied by competition committees include: ● Possession of a professional title, academic degree, or academic title,	A10. Verification and update of the ordinance on criteria for academic positions, focusing on a flexible approach to staff selection (e.g., balancing bibliometric indicators with other factors such as experience) and updating the regulations for competitions.

		● Teaching experience, ● Publication record and bibliometric indicators (e.g., IF, Hirsch index), ● Participation in research projects, ● Evaluations by supervisors or students, ● Experience in collaboration with foreign research centres, ● Recommendations from WMU professors, ● Fulfilment of requirements under other regulations, such as specialisation-related provisions. Survey results indicate a positive evaluation of the recruitment procedure, with 70% positive responses. However, a detailed analysis of internal documentation, the stages of the process, and feedback from administrative participants revealed the following gaps: ● Difficulty meeting certain indicators, particularly for foreign candidates (e.g., student evaluations, recommendations from WMU professors). ● Lack of clarity in the regulation regarding the scoring system, resulting in its inconsistent application in practice. ● Lack of precision in defining the method of assessment and the weighting of individual criteria. **Conclusions:** The provisions in internal legal acts related to this area are imprecise and/or not implemented in practice, which may affect the transparency and objectivity of the process.	A8. Training/instructions for recruitment committee members on the following topics: ● Considering the full range of candidates' experience, ● Acknowledging career breaks and deviations from chronological career progression, ● Recognising mobility as a valuable contribution to the professional development of researchers.
17. Variations in the chronological order of CVs (Code)	+/-	Candidates for academic positions are asked to submit a CV in a format of their choice, a list of publications, copies of diplomas, and other documents relevant to the specifics of the position as outlined in the job advertisement (e.g., medical specialisation). Experience in areas other than the specific requirements for the position and career breaks are perceived by recruitment committee members as potentially valuable assets. However, this conclusion was drawn based on observations of actual competitions by members of the Implementation Team and anecdotal information provided by	A7. Development of an OTMR procedure within the Personnel Policy in both Polish and English, including: ● A template for job advertisements with information clauses and candidate declarations,

		committee members and administrative staff involved in the process. Internal documentation analysis and the high percentage of “hard to say” responses in the survey (48%) indicate the need for changes in this area. The following gaps were identified: ● Absence of a job advertisement template listing required attachments, including a standardised CV format supported by evidence, ● Lack of clarity in the regulations regarding career breaks and deviations from chronological career progression, ● Lack of training/instructions for committee members to raise awareness about considering the full range of candidates’ experience and viewing deviations in career chronology as added value. **Conclusions:** The absence of appropriate provisions in internal regulations, standardised application forms, and training for recruitment committee members impacts the transparency and objectivity of the recruitment process.	● Provisions regarding the diversity of experience among committee members, gender balance, inclusion of members from various sectors, and the possibility of involving external experts and an English language reviewer, ● Guidelines for providing candidates with feedback on the strengths and weaknesses of their applications, ● Selection criteria for candidates, including their weighting. Amendment and adaptation of the regulations for academic position competitions to align with the OTMR procedure. A8. Training/instructions for recruitment committee members on the following topics: ● Considering the full range of candidates’ experience, ● Acknowledging career breaks and deviations from chronological career progression, ● Recognising mobility as a valuable contribution to the professional development of researchers.

18. Recognition of mobility experience (Code)	+/-	Experience in researcher mobility has been included as one of the criteria for candidates applying for academic positions at WMU (Rector's Ordinance No. 254/XVI R/2021 of 29 October 2021, as amended). The ordinance explicitly states that professors in the research staff group must have documented international collaboration, and those in the teaching staff group must have completed at least two international two-week teaching internships or two teaching courses as lecturers. Although the analysis of national and internal documentation, as well as the positive assessment in the survey (65% positive responses), did not reveal discrepancies, conclusions drawn from observations of the recruitment process and anecdotal information provided by committee members and administrative staff highlighted the following gaps: ● Lack of precise provisions in the regulations regarding mobility as a valuable contribution to the professional development of researchers, ● Lack of training/instructions for committee members to raise awareness about considering the full range of candidates' experience and viewing deviations in chronological career progression as added value. **Conclusions:** The absence of standardised internal regulations and training in this area for recruitment committee members impacts the transparency and objectivity of the recruitment process.	A8. Training/instructions for recruitment committee members on: ● Considering the full range of candidates' experience, ● Acknowledging career breaks and deviations from chronological career progression, ● Recognising mobility as a valuable contribution to the professional development of researchers. A7. Development of an OTMR procedure within the Personnel Policy in both Polish and English, including: ● A template for job advertisements with information clauses and candidate declarations, ● Provisions regarding the diversity of experience among committee members, gender balance, inclusion of members from various sectors, and the possibility of involving external experts and an English language reviewer, ● Guidelines for providing candidates with feedback on the strengths and weaknesses of their applications,

			● Selection criteria for candidates, including their weighting. Amendment and adaptation of the regulations for academic position competitions to align with the OTMR procedure.
19. Recognition of qualifications (Code)	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. The current internal regulations regarding the recognition of qualifications at WMU have been developed based on national laws (e.g., the Higher Education and Science Act of 20 July 2018, the Regulation of the Minister of Science and Higher Education of 28 September 2018 on the Nostrification of Academic Degrees and Degrees in the Field of Art Conferred Abroad, and the Act on the Recognition of Professional Qualifications Acquired in EU Member States) and are strictly adhered to in recruitment and employment processes. The high percentage of neutral responses in the survey (35%) compared to positive responses (56%) has been interpreted as likely resulting from a significant proportion of respondents not having undergone the recruitment process during the analysed period and therefore lacking detailed knowledge of its course.	No action required.
20. Seniority (Code)	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. As outlined above, internal regulations concerning work experience are strictly based on national and EU legislation (e.g., the Higher Education and Science Act of 20 July 2018 and the Labour Code of 26 June 1974). 60% of positive responses in the survey indicate that respondents evaluate the implementation of this principle positively.	No action required.
21. Postdoctoral appointments (Code)	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. Similarly to the above, internal regulations on the recruitment	No action required.

		and appointment of researchers with a doctoral degree are also strictly based on external regulations (e.g., the Higher Education and Science Act of 20 July 2018 and the Labour Code of 26 June 1974). At WMU, the Procedure for Granting the Degree of Doctor, Habilitated Doctor, and the Title of Professor (established by a Senate Resolution No. 2059 of 23 September 2019, as amended) is in force. 59% of positive responses in the survey indicate that respondents positively assess the degree of implementation of this principle.	
Working Conditions and Social Security			
22. Recognition of the profession	+/-	The document analysis revealed that WMU adheres to national, international, and internal regulations regarding the recognition of professional qualifications and the treatment of researchers as professionals, regardless of their career stage (e.g., the Higher Education and Science Act of 20 July 2018, the Act of 5 December 1996 on the Professions of Physician and Dentist, and the WMU Statute). However, survey results indicate that despite 58% positive responses, a significant 20% of respondents disagreed with the statement that employees and doctoral students conducting research at WMU are treated as professionals in accordance with their positions. **The following gap was identified:** ● A relatively large group of researchers does not feel they are treated as professionals. **Conclusions:** Despite the existing and implemented legal regulations, not all principles outlined in the Charter have been fully realised. Researchers at WMU do not consistently feel they are treated as professionals in accordance with their expertise and roles, which may negatively impact motivation and career development.	A11. Establishment of an advisory council for researchers, composed of the most experienced and distinguished academic staff at the university, to provide support, particularly for early-career researchers, in areas such as scientific and professional professionalism.
23. Research environment	+/-	At WMU, numerous regulations, both national and internal, govern the research environment. This is one of the most heavily regulated areas, influenced by external laws, particularly due to the university's clinical base. An analysis of the documentation, processes, and procedures	A12. Training for heads of organisational units on:

		functioning at WMU indicates that the university strives to ensure an optimal research environment. This includes creating and developing research spaces, providing appropriate equipment, investing in technical and IT infrastructure (e.g., constructing or acquiring facilities for laboratories), offering administrative and organisational support for grant applications and scholarships, providing training in research planning and execution, intensifying internationalisation efforts, and participating in research networks. Survey results show that 52% of respondents rated this aspect positively, while 26% negative responses and 22% neutral responses indicate the need for improvements, particularly at the operational level. This is corroborated by anecdotal information from heads of organisational units involved in research, highlighting insufficient knowledge about risk factors or procedures related to equipping workstations. **The following gaps were identified:** ● Insufficient knowledge among heads of organisational units conducting research about access to research infrastructure, applicable processes, procedures, and tools offered by WMU to facilitate researchers' work. ● Lack of an updated and publicly accessible database of research infrastructure and equipment. **Conclusions:** An inadequate onboarding process, the absence of a comprehensive database detailing research infrastructure, and insufficient awareness of the procedures and processes at WMU aimed at ensuring an optimal and safe research environment may lead to the perception that the environment is unsupportive of research. This is particularly relevant for those starting their research careers at WMU.	● Maintaining a register of hazardous factors and risks in the workplace. ● A guide/instruction manual for heads of units covering topics such as workstation equipment, purchasing computer equipment, onboarding processes, and related procedures. A13. Verification and updating of research infrastructure and equipment.
24. Working conditions	+/-	Working conditions at WMU are regulated by numerous national laws and internal regulations based on them (e.g., the Labour Code of 26 June 1974, the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of Persons with Disabilities, as well as various rector's ordinances such as the Work Regulations, the	A14. Enhancing the accessibility of information on applicable internal and external regulations that ensure, among other things, work-life balance, with coordination and

		Remuneration Regulations, the Gender Equality Plan, the Doctoral School Regulations, and the Remote Work Regulations). This is another area heavily governed by external regulations. Academic staff are employed under employment contracts and are guaranteed all associated rights. The task-based working time system, reduced teaching hours for research-and-teaching or research-only positions, the option for remote work, and various parental privileges enable both women and men to balance family life and careers, support child-rearing, and foster professional growth, allowing for effective research activities. Although current working conditions at WMU comply with national and internal regulations and 60% of survey respondents rated this aspect positively, the 21% neutral responses and 19% negative responses suggest that the principle has not been fully implemented. **The following gap was identified:** ● Lack of awareness among employees regarding the principles guiding the university's working conditions, their legal basis, and the opportunities available to employees at WMU. **Conclusions**: A lack of knowledge about applicable regulations, processes, and procedures governing working conditions at the university may negatively affect the perception of WMU as a stable and reliable employer.	alignment with activities planned under the Gender Equality Plan (GEP).

25. Stability and permanence of employment	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. The Higher Education and Science Act of 20 July 2018 introduced solutions regarding the employment relationship with research-and-teaching staff, including the principle that employment can only be based on an employment contract. Another significant principle established by the Act is the employment of academic teachers in a way that ensures greater job stability than before. An academic teacher may be employed on a permanent basis, with statutory exceptions, and the continuity of their employment is determined by the results of periodic evaluations. The first employment contract with an academic teacher at a given university can be either permanent or fixed-term, for up to four years. At WMU, the provisions of the Act are strictly adhered to, as evidenced by 79% positive responses in the survey.	No action required.
26. Funding and salaries	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. The university's remuneration system is regulated by the provisions of the Ministry of Science and Higher Education (the Higher Education and Science Act of 20 July 2018). Systemic changes to employee salaries are established within the framework of applicable regulations in consultation with trade unions operating at the university. In addition, internal regulations (e.g., the Remuneration Regulations) provide for additional remuneration options, such as task-based allowances, the Rector's award system, and the Company Social Benefits Fund, which finances employee benefits. Survey results show that 56% of respondents evaluated this area positively. The 23% negative responses may be attributed to the timing of the survey, which was conducted shortly before the implementation of a 30% salary increase for academic staff, significantly raising remuneration levels.	No action required.
27. Gender balance	+/-	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. As mentioned above (10. Non - discrimination), in line with	A15. Conduct an informational campaign on the legal regulations in force at the university regarding

		the requirements of the Directorate-General for Research and Innovation of the European Commission, Wroclaw Medical University has implemented a Gender Equality Plan (GEP) to be eligible for funding under the EU Framework Programme for 2021–2027, "Horizon Europe" (HE). Beyond facilitating access to European grants, the WMU Gender Equality Plan for 2022–2024 aims primarily to promote equality and diversity within the WMU community. To create a friendly, safe, and prejudice-free work and research environment, Equality Officers have been appointed by the Rector. In collaboration with the Equality Team and university authorities, they are progressively implementing changes to WMU's equality policy, including: ● Updating internal legal acts regulating equality matters, ● Simplifying procedures for reporting undesirable incidents, ● Raising awareness and knowledge about bullying and unequal treatment among the academic community, ● Providing support to affected individuals. Survey results indicate that despite the implemented regulations and university initiatives, 48% of respondents chose "hard to say", and 43% provided positive responses, suggesting partial implementation of this principle. **The following gaps were identified:** ● Lack of easily accessible information on the applicable regulations and procedures in this area, ● Low awareness of equality-related procedures and actions among the academic community. **Conclusions:** Low awareness of existing equality procedures may impact the effectiveness of initiatives in this area and highlights the need for improved communication and dissemination of information.	gender equality and measures to prevent undesirable phenomena such as bullying and unequal treatment, as well as procedures for reporting such incidents—coordinated with the informational campaign under the Gender Equality Plan for WMU.

28. Career development	+/-	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. Professional development and skill enhancement in the scientific field are treated as key aspects of achieving the objectives of the WMU Strategy for 2021–2028, particularly in the scientific domain, where the strategic goal is to foster research activities that contribute to the advancement of medicine. WMU provides funding for various forms of skill enhancement (e.g., training, workshops, postgraduate studies, conferences), internships, and publication fees. Recent amendments to the Training Regulations introduced a dedicated budget for academic staff development, along with a procedure for applying for cost coverage. Additionally, an internal training platform has been launched for employees, students, and doctoral candidates. However, survey results showed that 20% of respondents negatively evaluate this aspect, and 31% have no opinion, indicating the need for improvements. **The following gaps were identified:** ● Lack of awareness among research staff regarding formal career development pathways and the opportunities and tools offered by WMU, ● Dispersed regulations and provisions regarding the funding of professional development. **Conclusions:** The lack of awareness and fragmented regulations concerning professional development opportunities may negatively affect researchers' motivation.	A17. Standardisation of the rules for funding professional development. A18. Improvement of communication and dissemination of information regarding: ● Access to and opportunities for professional development, ● Sources of funding for professional development, ● Training regulations, ● Procedures related to internships and other activities supporting researchers' professional development.
29. Value of mobility	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code.	No action required.

		The university recognises that both geographical and interdisciplinary mobility enhance scientific knowledge and professional development. Internationalisation is one of the priorities of the WMU Development Strategy for 2021–2028, aimed at improving the quality of education, increasing mobility for students and researchers, strengthening WMU's position in the international scientific arena, and providing better access to the latest medical advancements and innovative treatment methods. It also seeks to enhance the university's societal impact through the adoption of global best practices, particularly in public health. Since 2023, WMU has implemented the Intensive Internationalisation Plan, focusing on activities that promote multiculturalism and transnational education and science. The plan provides students, staff, and the university's partners with new opportunities for development and international collaboration. Survey results confirm a positive evaluation of this aspect, with 57% of respondents providing positive feedback.	
30. Access to career advice	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. Due to the university's specific profile, graduates often pursue predefined career paths, with these trajectories typically established during their studies. The university has an organisational unit responsible for tracking the career outcomes of its graduates. WMU provides opportunities for professional development and skill enhancement to all its employees. Researchers at all career stages have access to administrative, legal, and organisational support, particularly when applying for external projects or grants, which can shape their scientific careers. Doctoral students enrolled in the Doctoral School follow an Individual Research Plan, developed and implemented under the guidance of a supervisor (mentor). Survey results show 48% positive responses, while a high percentage of neutral responses and over 20% negative responses were interpreted as a reflection of the fact that, in most cases, employees with permanent positions at the university do not feel the need for career counselling and show limited interest in these topics.	No action required.

31. Intellectual Property Rights	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. In accordance with Polish legislation (specifically the Act of 4 February 1994 on Copyright and Related Rights) as well as the WMU Statute and the Regulations on the Management of Intellectual Property Rights and Commercialisation Principles at WMU (Senate Resolution No. 2459 of 14 December 2022), all university employees are obligated to respect copyright laws. A key initiative in this area was the establishment of the Technology Transfer Centre (CTT) in 2024. The Centre was created to support researchers in developing solutions suitable for commercialisation and to serve as a bridge between science and business. The CTT focuses on tasks such as collaboration with industry, technology transfer, intellectual property management, fostering innovation, promoting academic entrepreneurship, and disseminating knowledge. Survey results show that 65% of respondents positively evaluated this aspect.	No action required.
32. Co-authorship	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. The university supports collaboration and interdisciplinarity, encouraging researchers, particularly those at the early stages of their careers, to engage in collaborative efforts, including co-authoring publications. WMU maintains high publication standards and ensures a fair evaluation of individual contributions by authors. Co-authorship is recognised and valued, especially in the evaluation of the scientific achievements of academic staff. The university has implemented the Rector's Award Regulations for Academic Staff, which include team awards for scientific achievements, primarily based on co-authorship. Survey results confirm a positive assessment of this aspect, with 56% positive responses.	No action required.
33. Teaching	+/+	The document analysis revealed that neither national nor internal regulations hinder the implementation of the principles of the Charter and Code. The teaching responsibilities of academic staff are extensively regulated by WMU's internal policies (e.g., the Statute, the Work Regulations, the WMU Strategy for 2021–2028, and rector's ordinances	No action required.

		concerning teaching planning, execution, and reporting). The university places significant emphasis on developing and supporting teaching. In recent years, WMU introduced the University Quality Assurance System for Education, which defines the areas, principles, and structures for improving the quality of education at all levels, fields, and forms of study conducted at the university. Teaching hours are set at a level that ensures that teaching duties do not hinder or prevent scientific development or research activities. The teaching load of research-and-teaching staff may be reduced for those managing externally funded research projects. Survey results show that 46% of respondents provided positive feedback on this aspect. However, the relatively high percentage of negative responses (26%) and neutral responses (28%) suggests that nearly half of the respondents either disagree or lack awareness of whether the teaching process is sufficiently valued by the university and recognised as a meaningful contribution to career development. Despite these findings, a detailed analysis of legal regulations, processes, and procedures indicates that this principle is implemented in the most optimal way within the framework of national and internal regulations.	
34. Complains/ appeals	+/-	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. At WMU, a Gender Equality Plan is in place, along with procedures for reporting undesirable incidents and appropriate committees to address issues such as breaches of academic ethics. Equality Officers, appointed by the Rector, work in collaboration with the Equality Team and university authorities to systematically update WMU's equality policy. Their efforts include: ● Updating internal legal acts regulating equality matters, ● Simplifying procedures for reporting undesirable incidents, ● Raising awareness and knowledge about bullying and unequal treatment within the academic community, ● Providing support to those affected.	A15. Conduct an informational campaign on the legal regulations in force at the university regarding gender equality and measures to prevent undesirable phenomena such as bullying and unequal treatment, as well as procedures for reporting such incidents—coordinated with the informational campaign under the Gender Equality Plan for WMU.

		Survey results show that despite these regulations and initiatives, 46% of respondents selected “hard to say”, while only 35% provided positive responses, indicating partial implementation of this principle. **The following gaps were identified:** ● Lack of easily accessible information about the applicable regulations and procedures in this area. ● Low awareness within the academic community regarding the procedures for reporting undesirable incidents. **Conclusions:** Low awareness of procedures for reporting equality-related undesirable incidents may reduce the effectiveness of addressing issues concerning working conditions, discrimination, and conflicts.	
35. Participation in decision-making bodies	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. Academic teachers, doctoral students, and students are members of the Senate, rector’s committees, and other informational, consultative, and decision-making bodies, giving them a genuine influence on decisions made at the university across various aspects of its operations. Survey results confirm the full implementation of this principle, with 71% of respondents providing positive feedback regarding its application.	No action required.
Training and Development			
36. Relation with supervisors	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. Doctoral students follow an Individual Research Plan, which also serves as a schedule for completing research tasks over the four years of their studies. Starting from the academic year 2024/2025, the Doctoral School plans to introduce a supervisor (mentor)-doctoral student meeting card, which will formalise at least five two-hour meetings. Survey results show that this aspect received 68% positive responses.	No action required.

37. Supervision and managerial duties	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. Experienced researchers serve as mentors, advisors, supervisors, or coordinators and, in accordance with their responsibilities, are obliged to contribute to the development of research and teaching staff. This includes reviewing theses, research projects, and scientific publications. Survey results confirm a positive evaluation of this aspect, with 66% positive responses.	No action required.
38. Continuing Professional Development	++	The document analysis revealed that neither national nor internal regulations hinder the implementation of this principle of the Charter and Code. Professional development and skill enhancement in the scientific field are considered key aspects of achieving the objectives of the WMU Strategy for 2021–2028 in the scientific domain, which aims to advance research activities that impact medical progress. WMU allocates funds for various forms of professional development, such as training, workshops, postgraduate studies, conferences, internships, and publication fees. Recent changes to the Training Regulations introduced a budget for academic staff development, along with a procedure for applying for cost coverage. Recently, an internal training platform for employees, students, and doctoral candidates has also been launched. Additionally, WMU operates the Postgraduate Education Centre, which offers specialised training and courses for medical doctors, dentists, nurses, midwives, physiotherapists, paramedics, and individuals with master's or master of engineering degrees in fields applicable to healthcare. These programs are conducted in both Polish and English. Survey results confirm a positive assessment of this aspect, with 76% positive responses.	No action required.
39. Access to research training and continuous development	+/-	The university offers training in the field of scientific research, both internal and external. It has already taken steps to facilitate access to training, conferences, workshops, and similar activities by establishing, among other measures, a dedicated budget for funding these activities.	A16. Development of a guide to career pathways at WMU.

		WMU annually allocates funds to support academic staff in conducting research activities, participating in scientific conferences and symposia, and undertaking internships at foreign research institutions. Survey results indicate a positive assessment of this aspect by 60% of respondents. However, a detailed analysis of internal processes and procedures revealed that, despite this positive evaluation, this principle of the Charter and Code has not been fully implemented. **The following gaps were identified:** ● Lack of available information about career pathways at WMU and opportunities for career development, ● Absence of consolidated information or guidelines in one place regarding funding options for professional development. **Conclusions:** The lack of knowledge about potential career pathways and the absence of unified guidelines for funding the professional development of academic staff, as well as clear and accessible information on where and how to obtain such funding, may hinder the professional growth of researchers.	A17. Standardisation of rules for funding professional development. A18. Improvement of communication and dissemination of information regarding: ● Access to and opportunities for professional development, ● Sources of funding for professional development, ● Training regulations, ● Procedures for internships and other activities supporting researchers' professional development. A19. Creation and implementation of an internal training platform.
40. Supervision	+/-	The analysis of documentation and the processes and procedures functioning at WMU indicates that the university strives to create an optimal environment conducive to the scientific development of early-career researchers. The Doctoral School Regulations include provisions guaranteeing doctoral students the supervision of a promoter or co-promoter. The supervisor's responsibilities include fostering the scientific development of the doctoral student, motivating them to engage in scientific activities, and creating opportunities for publishing research, presenting achievements, and participating in conferences and symposia.	A20. Implementation of the following initiatives: Training for unit heads, supervisors, and academic mentors in areas such as: ● Communication and providing constructive feedback, ● Coaching and mentoring, ● Team management,

		New employees are introduced to their roles within organisational units, but WMU currently lacks a formalised onboarding process. The analysis also revealed that in most organisational units, experienced researchers provide support to less experienced colleagues, albeit in an informal manner. Survey results show 57% positive responses, but 28% of respondents remain unconvinced that WMU provides access to qualified and engaged mentors whom early-career researchers can approach for professional guidance. **The following gaps were identified:** ● Insufficient feedback skills: Administrative heads of units do not always possess the knowledge and skills necessary to provide constructive feedback to employees. ● Incomplete onboarding processes: Onboarding in organisational units often focuses solely on the technical aspects of the work without addressing broader support needs. ● Time constraints for heads: Unit heads frequently lack the time for a comprehensive introduction of new staff, particularly young researchers starting their careers. ● Lack of designated mentors: There are no formally assigned experienced researchers within organisational units to guide and support less experienced colleagues. **Conclusions:** An incomplete onboarding process and the absence of a designated mentor or buddy to support early-career researchers may negatively affect motivation and lead to a less favourable perception of the scientific environment, particularly for those beginning their research careers at WMU.	● Onboarding practices as part of good mentorship for early-career researchers. Establishment of a “buddy” system to support young/early-career researchers starting their roles, pairing them with experienced colleagues to facilitate integration and professional development.