

Appendix 1

LINKS TO DOCUMENTS REFERRED TO IN GAP ANALYSIS

1. Ethical and professional aspects (principle: Non discrimination)

Rector's decision No 19/2016:

<https://monitor.uksw.edu.pl/docs/2871>

2. Ethical and professional aspects (principle: Evaluation/appraisal system)

Annex IV to the Statute of Cardinal Stefan Wyszyński University in Warsaw:

<https://monitor.uksw.edu.pl/docs/3767>

pp. 210-217

Senate Resolution No 131/2017:

<https://monitor.uksw.edu.pl/docs/3762>

3. Recruitment and selection (principle: Recruitment)

Annex V to the Statute of Cardinal Stefan Wyszyński University in Warsaw

<https://monitor.uksw.edu.pl/docs/3767>

pp.217 – 222

Annex VI to the Statute of Cardinal Stefan Wyszyński University in Warsaw

<https://monitor.uksw.edu.pl/docs/3767>

pp. 223-227

Senate Resolution No 62/2017

<https://monitor.uksw.edu.pl/docs/3615>

Rector's Disposition No 62/2017:

<https://monitor.uksw.edu.pl/docs/3655>

Amendment of Rector's Disposition:

<https://monitor.uksw.edu.pl/docs/3922>

4. Recruitment and selection (principle: Transparency)

Law on Higher Education and Science

<http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20180001668>

5. Recruitment and selection (principle: Judging merit)

Annex 4 to the Statute of Cardinal Stefan Wyszyński University in Warsaw

<https://monitor.uksw.edu.pl/docs/3767>

pp. 210-217

Senate Resolution No 131/2017:

<https://monitor.uksw.edu.pl/docs/3762>

6. Recruitment and selection (principle: Recognition of mobility experience)

Rector's Decision No 14/2018 on implementation of the project: *University 2.0. Innovative education. Effective management project aiming among others at increasing the number of foreign teachers*

<https://monitor.uksw.edu.pl/docs/3999>

Appendix 2

DOCUMENTS RELATED TO OTM-R POLICY AT UKSW

1. Statute of the Cardinal Stefan Wyszyński University in Warsaw

Chapter 2: Academic staff - main rules and regulations and necessary requirements

§ 174 requirements for people employed at academic positions

§ 175 employment of academic staff in faculties of church sciences

§ 180 general rules of establishing employment relationships

§ 182 clause to prevent nepotism

§ 183 modes of employment and change of employment

§ 184 procedure of initiating selection contest and assessment

§ 187-191, 193-194 employment of academic staff at various positions

2. Attachment 5 to the Statute of the Cardinal Stefan Wyszyński University in Warsaw: *Rules and regulations for selection contest*

§ 2 eligible bodies for initiating the selection contest

§ 3 call for the selection contest

§ 4 selection board

§ 5 information about the contest

§ 6 selection process

§ 7 review of scientific output of the candidate

§ 8 contest terms and conditions

§ 9 recommendation concerning employment

3. Attachment 6 to the Statute of the Cardinal Stefan Wyszyński University in Warsaw: *Rules and regulations for qualification procedures*

§ 2 eligible bodies for initiating the qualification procedure

§ 3 request for qualification procedure

§ 4 qualification board

§ 5 information about the qualification procedure

§ 6 qualification process

§ 7 review of scientific output of the employee

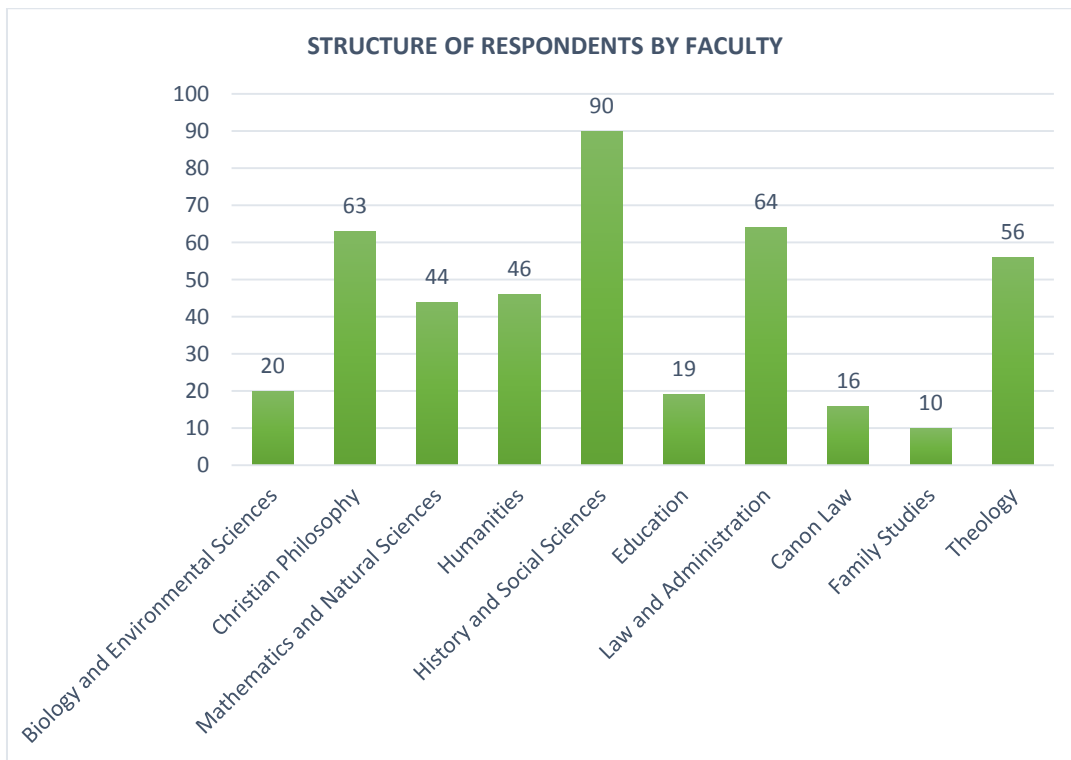
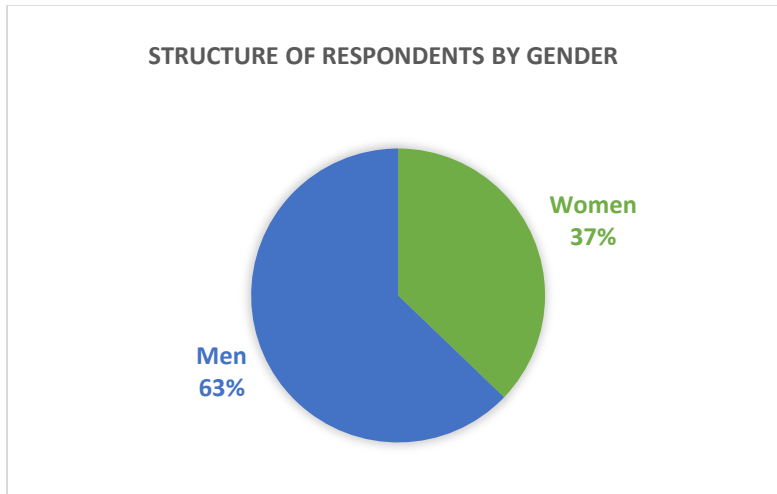
§ 8 recommendation concerning qualification

4. Resolution No 62/2017 of the Senat of the Cardinal Stefan Wyszyński University in Warsaw on rules and regulations on selection contest, qualification procedures and extension of employment of academic teachers at UKSW

Appendix 3

STRUCTURE OF RESPONDENTS

A. Experienced researchers



B. PhD students

