

INTERNAL ANALYSIS

1. ETHICAL AND PROFESSIONAL ASPECTS	Examples of focus questions
EKN rules:	
1. Freedom of scientific research	<p>How do we feel the freedom of research at our faculty? What could threaten the freedom of research at UG? What attracts external researchers to us, e.g. foreigners, young talents?</p>
2. Ethical principles	<p>What protects UG against any allegations of unethicity? Where do young employees derive ethical standards and how do they learn the principles?</p>
3. Professional liability	<p>What behaviors do we consider irresponsible? What allows UG to hold employees accountable?</p>
4. Professional approach	<p>After which we get to know professionalism at UG? What behaviors we consider grossly unprofessional?</p>
5. Obligations under the contract or regulations	<p>What institutional support can we count on in terms of compliance with contracts and regulations?</p>
6. Responsibility	<p>What do we feel responsible for at the faculty?</p>

7. Principles of good practice in scientific research	Where do we get good practices in scientific research? How are the principles of good practice promoted?
8. Dissemination, exploitation of results	What examples of research dissemination can we be proud of in our faculty? What would guarantee a better use of our research results?
9. Social commitment	What social impact does our faculty have? How do we measure our social commitment?
10. The principle of non-discrimination	What prevents discrimination? Who else is exposed to it?
11. Gender balance	What is the gender balance in research projects at UG in practice?

2. RECRUITMENT AND EVALUATION OF EMPLOYEES	Questions For Discussion In Focus Groups
EKN rules:	
12. Employee evaluation systems	What does the professionalism of UG staff ensure in the employee assessment system?
13. Recruitment (Code)	What in the Code ensures transparency of recruitment?
14. Personnel selection	How transparent are the personnel selection rules?

15. Transparency	What guarantees transparency at UG?
16. Merit assessment	What inspires confidence in assessing merits?
17. Departures from the chronological order of CVs	What should decide about the order of resumes?
18. Recognition of mobility experience	How is experience gained outside the university reported and appreciated? (internships, mobility)
19. Recognition of qualifications	What non-academic qualifications are recognized at UG?
20. Seniority	What is the value of seniority
21. Posts for employees with a doctoral degree	What career options do people with a doctoral degree have?
22. Recognition of the profession	How are people with valuable professional qualifications promoted at UG?

3. PROFESSIONAL CAREER DEVELOPMENT AND WORKING CONDITIONS	Questions For Discussion In Focus Groups
EKN rules:	
23. Scientific research environment	How does the UG environment support scientific research?
24. Working conditions	How to make working conditions more friendly?
25. Stabilization and permanent employment	What gives UG a sense of stability at work?
26. Financing and remuneration	What is the relationship between fundraising for research and remuneration?
28. Career development	How can you develop professionally at UG?
29. The value of mobility	How is mobility at UG appreciated and managed?
30. Access to professional counseling	How is career counseling organized at UG?
31. Intellectual property rights	How is intellectual property secured at UG?
32. Co-authorship	What are our experiences of being a co-author?
33. Teaching	What are the connections between teaching and a career at UG?

34. Complains / appeals	How does it work and what is the complaint and application system?
35. Impact on decision-making bodies	What are the channels and manifestations of employee influence on authorities?
36. Relations with the tutor/ supervisor	What guarantees constructive relations of employees with the supervisor?
37. Supervision and management responsibilities	How can you learn about good supervision and management in the faculty?
38 Continuing professional development	What motivates employees to continuous development?
39. Access to scientific training and the possibility of continuous professional development	What are the possibilities of scientific training for UG employees?
40. Scientific care	How is scientific care organized at the University of Gdańsk?