

Analysis of the implementation level of principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers at the University of Maribor in 2020

We conducted a gap analysis at faculties of the University of Maribor in February and March 2020 regarding the principles laid down in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (hereinafter: Charter & Code) and the level of implementation of these principles at the University of Maribor. Faculties were given a questionnaire and asked to indicate the level to which respective principles are applied/implemented in their operations or report the progress since the last analysis conducted in September and October 2017. Faculties were instructed to ask representatives responsible for researchers' career development on all levels, as well as members of the management and employees responsible for HR management at their faculty, to complete the questionnaire.

The structure of respondents was as follows:

- Doctoral students (particularly young researchers; employed on the project, Marie Skłodowska-Curie (MSCA) fellows)
- **R1** – First stage Researchers until the obtained PhD degree
- **R2** – Recognised Researchers who have not yet established a significant level of independence in their scientific research work
- **R3** – Established Researchers who have developed a certain level of independence in their research work
- **R4** – Leading Researchers leading their research area or field
- Members of faculty Management
- Members of support/administrative staff responsible for recruitment, monitoring and HR development at faculty

The following is a presentation of the main findings arising from the analysis and of the responses of respective faculties. **Summary of responses of 17 UM faculties regarding the level of implementation of the Charter & Code principles**

Principle	-	-/+	+/-	+
1. Research freedom	0	1	0	16
2. Ethical principles	0	0	2	15
3. Professional responsibility	0	0	2	15
4. Professional attitude	0	0	1	16
5. Contractual and legal obligations	0	0	0	17
6. Accountability	0	0	0	17
7. Good practice in research	0	0	1	16
8. Dissemination, exploitation of results	0	0	1	16
9. Public engagement	0	0	1	16
10. Non-discrimination	0	0	0	17
11. Evaluation and appraisal systems	0	1	1	15
12. Recruitment	0	0	0	17
13. Recruitment (Code)	1	1	3	12
14. Selection (Code)	0	0	0	17
15. Transparency (Code)	0	0	1	16
16. Judging merit (Code)	0	0	0	17
17. Variations in the chronological order of CVs (Code)	0	0	0	17
18. Recognition of mobility experience (Code)	0	1	0	16
19. Recognition of qualifications (Code)	0	0	0	17
20. Seniority (Code)	0	0	0	17
21. Postdoctoral appointments (Code)	3	1	0	13
22. Recognition of the profession	0	0	1	16
23. Research environment	0	2	3	12
24. Working conditions	0	0	5	12
25. Stability and permanence of employment	0	2	3	12
26. Funding and salaries	1	1	2	13
27. Gender balance	0	0	0	17
28. Career development	0	0	3	14
29. Value of mobility	0	0	1	16
30. Access to career advice	0	1	0	16
31. Intellectual Property Rights	0	0	0	17
32. Co-authorship	0	0	0	17
33. Teaching	0	0	2	15
34. Complaints / appeals	0	0	1	16
35. Participation in decision-making bodies	0	0	0	17
36. Relations with supervisors	0	0	1	16
37. Supervision and managerial duties	0	0	1	16
38. Continuing Professional Development	0	0	1	16
39. Access to research training and continuous development	0	1	1	15
40. Supervision	0	0	0	17

Implementation indicators:

- (insufficiently implemented)
- /+ (partially implemented)
- +/- (almost fully implemented)
- + (fully implemented)

The analysis shows that the University of Maribor strongly observes principles laid down in the Charter & Code. Full implementation can be established in the implementation of as much as 14 principles: **contractual and legal obligations, accountability, non-discrimination, recruitment, selection (Code), judging merit (Code), variations in the order of Cvs (Code), recognition of qualifications (Code), seniority (Code), gender balance, intellectual property rights, co-authorship, participation in decision-making bodies and supervision.** Regarding these principles, all 17 faculties reported that the principle is implemented in full. According to the analysis conducted in September and October 2017, only the principle of non-discrimination was fully implemented.

16 faculties of the University of Maribor has indicated full implementation with the principles **research freedom, professional attitude, good practice in research, dissemination, exploitation of results, public engagement, transparency (Code), recognition of mobility experience (Code), recognition of the profession, value of mobility, access to career advice, complaints / appeals, relations with supervisors, supervision and managerial duties and continuing professional development.**

As the purpose of the analysis is to determine deviations from the desired state, the following analysis will focus on principles where faculties reported maximum deviations.

Insufficiently implemented is the principle **postdoctoral appointments** according to which institutions appointing postdoctoral researchers must establish clear rules and precise guidelines for recruitment and appointment of such researchers including the maximum duration and objectives of such appointments. These guidelines must take into account the time a candidate has spent in previous postdoctoral employments in other institutions, considering the fact that the postdoctoral status must be transitional and the primary purpose must be to provide additional opportunities for professional development in a research career in terms of long-term career expectations.

The respondents also expressed some dissatisfaction regarding the possibility of implementing the principle **recruitment (Code)**, in accordance with which employers and/or funders must introduce recruitment procedures that will be open, effective, transparent, supporting and internationally comparable as well as adapted to the type of the position stated in the job advertisement. All available instruments, particularly international or globally accessible online sources, such as the Trans-European Researchers' Mobility Portal: <http://ec.europa.eu/euraxess/>. Advertisements must provide a broad description of required knowledge and competencies and should not be composed in a way that would discourage suitable applicants. In the advertisements, employers must also include the description of working conditions and rights, including the advancement opportunities. In addition, the period of time from the publication of the job advertisement until the deadline for submission of applications by candidates must be adequately long.

Some issues are also arising regarding the implementation of the **funding and salaries** principle, according to which employers and/or funders should provide researchers fair and attractive conditions for funding and/or salaries with adequate and fair social security benefits (including sick leave, parental benefits, pension rights and unemployment allowance) in line with the existent national law and national or sectoral collective agreements. These conditions must apply to researchers at all career

stages, including the beginners, in proportion to their legal status, work and level of competence and/or responsibility.

The **research environment** principle, describing the social environment where researchers perform their work, is partially implemented at two faculties. It follows from the principle that employers and/or funders must provide researchers a research environment or environment for research training that is as stimulative as possible. This also includes adequate equipment, facilities and opportunities including remote collaboration through research networks and compliance with national or sectoral regulations regarding health and safety in research. Funders must ensure that adequate resources are provided in support of the agreed work programme.

Two faculties stated that the **stability and permanence of employment** principle is only partially implemented at their faculty. Employers and/or funders must ensure that non-permanent employment contracts do not undermine the work of researchers and therefore, as much as possible, strive to improve the stability of employment conditions for researchers upon enforcement and compliance with the principles and conditions provided for under the EU Directive on Fixed-term Work.

The analysis of the implementation level of principles arising from the Charter & Code has also shown that the implementation of some principles has declined (comparison of the analysis conducted in September and October 2017 with the analysis conducted in February and March 2020).

The Faculty of Agriculture and Life Sciences stated that the **research freedom** principle is now only partially implemented. The stated reason are operating limitations, e.g. for budgetary reasons.

According to the Faculty of Civil Engineering, Transportation Engineering and Architecture, the reason for poorer implementation of **ethical principles** lies in the University's organizational culture. Research at faculty and university level must be conducted with a high level of ethics and zero tolerance towards all negative deviations.

Regarding the **recruitment (Code)** principle, the Faculty of Arts says that the current practice is not yet established. So far, they only had a foreign citizen from BiH, who successfully applied for an early-stage researcher and became part of one of the faculty's programme groups. There were a lot of administrative hurdles, such as obtaining the so-called single residence and work permit, the incomparable system of entering bibliographic units that had to be subsequently entered into Cobiss, quick appointment to the lowest research title was a condition in order to take up the work of a researcher within a programme group. Regarding this principle, the Faculty of Agriculture and Life Sciences mentioned that employment possibility announcements do not use international or globally accessible online sources and the Faculty of Tourism that they cannot recruit in an open arena and obtain the best foreign experts, because proficiency in Slovene is required in order to teach in Slovene. The implementation of the **recognition of mobility experience (Code)** principle is now lower at the Faculty of Electrical Engineering and Computer Science which states that proven reference and experience with mobility of the candidates for research positions is taken into account as a positive reference in recruitment. However, according to regulations regarding the transition to the public sector, researchers coming from the private sector with many years of work experience are classified to the starting salary grade. Moreover, according to the legislation, recognition of service in the private sector is not possible in promotion processes.

Due to the fact that for several years there were no successful candidacies for postdoctoral students, the Faculty of Arts is not able to implement the **postdoctoral appointments** principle.

According to the Faculty of Agriculture and Life Sciences, lower implementation of the **working conditions** principle is the result of insufficient or outdated research equipment and the financial situation which is currently the main reason for not updating research equipment.

Stability and permanence of employment presents an issue at the Faculty of Electrical Engineering and Computer Science, since researchers are mainly employed for the duration of a specified project,

which does not provide them with the same stability as teaching staff employed for an indefinite period of time. Such recruitment procedure is laid down for researchers in the national legislation. However, the Faculty strives for project work employments to have a duration of several years and to obtain new funding sources even before the expiry of the employment contract. The Faculty of Civil Engineering, Transportation Engineering and Architecture believes the problem lies in the national legislation and university rules and that it would be necessary to ensure greater stability of researchers' employments, particularly of prospective younger researchers. The Faculty of Mechanical Engineering also mentions the national legislation and university rules (researchers are employed for a fixed-term and their employments are linked to the duration of the projects, there is no stability in the employment of researchers due to the project type work and the absence of a bridging funding system at UM for researchers who currently have no funding). The Faculty of Criminal Justice and Security has stated that contracts are drawn up in a way that work obligations regarding teaching and research are complemented. If an employment is pertaining to research and after the end of a research project funding cannot be obtained, such employment is terminated. However, the faculty does everything it can in order the employment relationship with the researcher who gained organization and work specific competencies at the faculty is continued without interruption, if possible.

Regarding the **funding and salaries**, the Faculty of Agriculture and Life Sciences mentions that funding conditions mainly depend on salaries in the public sector and are often unattractive for young people as well as that the faculty funding is insufficient and non-systemic. The Faculty of Tourism does not have a stable source of funding, which is an issue already since its establishment.

According to the Faculty of Agriculture and Life Sciences, more dialogue is needed between an individual and the faculty regarding **career development**. Individuals are on their own when it comes to career development. The faculty would need a youth development strategy.

As a reason for the lower implementation of the principle **access to career advice**, the Faculty of Arts states that career advice as a form of help for researchers has not yet reached its potential and that maybe they have insufficient knowledge regarding the possibilities and opportunities offered by the UM Career Centre.

To summarize, we can conclude that the level of implementation of principles of the Charter & Code at UM is high, however, there is still much to be done. Proposals on improvements are laid down in the Action Plan.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter & Code): gap analysis between principles of the Charter & Code and state of affairs at the University of Maribor

Status: To what extent does your faculty meet the following principles?	Apply ONE of the following implementation indicators: + (fully implemented) +/- (almost fully implemented) -/+ (partially implemented) - (insufficiently implemented)	If you selected -, -/+, or +/-, please provide an estimate of the actual gap between principles of the Charter & Code and state of affairs at your faculty. What is the factor preventing the implementation: - National legislation (indicate name/type of law or regulation); - University rules (indicate name/type of rules); - Organizational culture at the University (briefly describe the characteristics of organizational culture preventing the implementation of the principle).	What has your faculty contributed to improving this area and when?
ETHICAL AND PROFESSIONAL ASPECT (applicable to researchers)			
1. Research freedom			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering	+		

and Architecture			
Faculty of Agriculture and Life Sciences	-/+	Operating limitations, e.g. for budgetary reasons	Stimulating a larger number of call applications – in the last year. Even distribution of teaching and research at the faculty among the teaching staff. Activities are performed for 3 years.
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		Although in 2017, the Faculty of Law defined priority research fields, researchers do not perceive this as a limitation of research freedom, but as an aspiration to link the faculty with modern and important research challenges in the domestic and international

			<p>environment.</p> <p>In recent years, the faculty has done much in this regard with a (small) staff expansion, which increased the research capacities and at the same time at least partly relieved already employed researchers, so that they could dedicate themselves mainly to research. It is also worth mentioning that in recent years the faculty has refined the remote access to research material with the best global databases, which significantly contributed to easier research and better-quality results. Due to all this, the implementation of this principle can be evaluated as positive.</p>
2. Ethical principles			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	Organizational structure at the university Research at faculty and university level must be conducted with a high level of ethics and zero tolerance towards all negative deviations.	
Faculty of Agriculture and Life Sciences	+		Plan on the establishment of a Bioethics Committee at the faculty.
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		

Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		<p>At the very beginnings of its operation, the Faculty of Health Sciences has established an Ethics Committee which ensures that the recognised ethical practices and basic ethical principles are observed when conducting research.</p> <p>All research within research projects is also addressed by the mentioned Committee.</p>
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>The Faculty of Law is aware that its professional field of operation is the one that has to ensure high ethical standards in society and that this is why the faculty staff must be a model of respect for ethical principles with their work and conduct. Therefore, in teaching and research activities of its employees and students of all study cycles, the Faculty of Law has committed itself to ethical standards that ensure the integrity of scientific work and pedagogical process. The principle cannot be yet evaluated as fully implemented because of certain deviations. We also point out that this is a</p>	<p>The Faculty of Law has drawn up an ethical code which is published on http://www.pf.um.si/raziskovanje/etika-pri-raziskovalnem-delu/. The Committee for Ethical Research at the Faculty of Law (http://www.pf.um.si/raziskovanje/etika-pri-raziskovalnem-delu/komisija-za-eticnost-raziskovanja-pravne-fakultete-univerze-v-mariboru/) is responsible for the implementation of the Code of Ethics and dealing with concrete cases.</p>

		wider issue on the state and society level, therefore stronger emphasis should be placed on ethical conduct on all levels of society.	
3. Professional responsibility			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+	Defined in the work contract and in the Statute.	
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		

Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+/-	A certain level of replications is certainly present in research due to the very nature of the research discipline – we are talking about finding out whether certain patterns are applicable also outside the Western world, in comparative studies, etc. Researchers at the Faculty of Criminal Justice and Security clearly avoid any type of plagiarism and respect the intellectual property principles in accordance with the Code of Ethics in Research, applicable at UM.	
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The Faculty of Law is aware that its mission is to work for the good of society, that it respects and teaches to respect fairness, justice, respect for intellectual property. Researchers are committed to achieve a high level of knowledge in fields crucial for the further development of society. The mission of the Faculty of Law is to educate new lawyers who will pursue their profession responsibly and fairly. At the Faculty of Law, the principle is implemented to a large extent. The question of professional responsibility of researchers is a wider social problem, influenced	The work of all bodies of the Faculty of Law is based on the assessment and promotion of the professional responsibility of employees.

		by several factors that are out of faculties' range. An example in this regard are habilitation criteria pushing into a hyperproduction of articles which can contribute to replication of research (autoplgiarism).	
4. Professional attitude			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		

Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>The Faculty of Law has established methods of communication with employees; the faculty's management is striving to set up a permanent dialogue with individuals and convey a sense of belonging to the faculty as well as to its research and teaching objectives.</p> <p>The principle is mostly implemented. However, some individuals are unfortunately still not reacting as part of the work collective; favouring individual work and understanding academic freedom as the right to individualism, that is to act without following any rules (also in project applications).</p>	<p>More detailed faculty rules are in preparation regarding the application of research projects and access to available funding sources that will also contain procedures for obtaining permits, monitoring the implementation as well as reporting.</p> <p>Researchers already have support and access to all technical services of the faculty in terms of funding and logistical aspects of project implementation.</p>
5. Contractual and legal obligations			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		

Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
6. Accountability			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+	Defined in the UM Statute	
Faculty of Chemistry	+		

and Chemical Engineering			
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
7. Good practice in research			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering	+		

and Computer Science			
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		Integration into the programme for the welfare of pigs, education of both employees at UKC in this field – in the last 4 years.
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		

Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is almost fully implemented. Since the last analysis, the faculty improved the field of data recovery in case of ICT failure. However, the field of protection of personal data is not yet fully covered, also due to ambiguities in national legislation. Safety and health in research in the field of law is not very problematic.	The employment of an ICT expert (in 2019) contributed to the progress regarding data recovery. One of his important tasks was professional assistance for researchers at the Faculty of Law in the arrangement or improvement of the data recovery system. The Faculty respects the relevant national legislation. The Faculty provides that employers learn about current changes and developments, such as ensuring clarifications upon the implementation of the GDPR Directive in 2018. The Faculty regularly conducts trainings for health and safety at work.
8. Dissemination, exploitation of results			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+	Planned in all projects, exceptions defined in the contracts with industry partners.	

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+/-	The situation is not bad, however, it could be better with enough provided funds. For example, the more often used possibility of open/gold access.	In 2019, there were several papers included in the gold access, for which we also obtained funds.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
9. Public engagement			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		

Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		A higher intensity of media publications in the last years, e.g. the collaboration with RTV Slovenia
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+/-	We organized several round tables referring to particular professional subjects. The problem lies in attracting interest of the public in this regard.	The realised round tables, publications on the website, implementation of conferences, round tables, etc.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal	+		

Justice and Security			
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		<p>Researchers regularly show up in media, where with their expert knowledge and experience they take part above all in professional debates on current legal and social questions (e.g. European legislation, changes to the national legislation, current actual cases from the field of enforcement procedures, EU law, medical law, public administration, etc.). The Faculty encourages such collaboration with the media and the public and provides information in this regard on its website and FB profile.</p>
10. Non-discrimination			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Chemistry	+		

and Chemical Engineering			
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
Faculty of Agriculture and Life Sciences	+		
11. Evaluation and appraisal systems			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+/-	This is verified through habilitation procedures every 5 years. There are University rules, individual Faculties are only preparing the appointment criteria.	Annual evaluations of employees (annual performance evaluation) are implemented.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	-/+	Criteria for the evaluation of research staff are partly adapted, since in the majority of cases this is the teaching staff also conducting research and due to the substantive connection it is impossible to draw a clear line between the one and the other.	In 2019, guidelines for the evaluation of work performance and the annual work performance for promotion were adapted, which are only partly adapted for researchers.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		

Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		<p>Researchers as well are included in the system of annual interviews with the Faculty management and regular evaluation (every 6 months), which represents the basis for career advancement.</p> <p>Every year, the Faculty of Health Sciences confers awards for the best researcher based on the achieved research results according to the SICRIS classification.</p>
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
Faculty of Agriculture and Life Sciences	+		
RECRUITMENT – recruitment and selection of staff			
12. Recruitment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportatio	+		

n Engineering and Architecture			
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
13. Recruitment (Code)			

Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		Based on Article 23 of the Higher Education Act, on 7 October 2019, the Rector of the University of Maribor, prof. dr. Zdravko Kačič, issued the Instructions on Recruitment at the University of Maribor that clearly define both the procedure of announcing job vacancies as well as the selection procedure. The Instructions are applied mutatis mutandis in recruitment at the Faculty of Electrical Engineering and Computer Science. We adhere to the classification of posts at the University and this is why we cannot adapt the job announcement according to all possible specific needs of the position.
Faculty of Arts	-/+	The current practice is not yet established. So far, we only had a foreign citizen from BiH, a doctor of economic sciences, who successfully applied for an early-stage researcher and became part of one of the faculty's programme groups. There were a lot of administrative hurdles, such as obtaining the so-called single residence and work permit, the incomparable system of entering bibliographic units that had to be subsequently entered into Cobiss, quick appointment to the lowest research title was a condition in order to take up the work of a researcher within a programme group.	The mentioned case was our first experience of how administratively demanding these procedures can be. The positive thing resulting from this is an approximate orientation on how to proceed in similar cases.
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	Organizational culture at the University At our Faculty, we do not implement international job announcements in the recruitment of researchers.	Nevertheless, we have a certain number of foreign researchers employed at our Faculty.
Faculty of Agriculture and Life Sciences	+/-	The announcements of employment possibilities do not include international or globally accessible online sources.	

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	-	<p>We are not able to recruit in an open arena and obtain the best foreign experts, because proficiency in Slovene is required in order to teach in Slovene.</p> <p>Article 8 of ZViS</p>	
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+/-	We are not announcing job vacancies for researchers on the Euraxess portal.	We are currently in a transitional phase after which we will publish every job post regarding research on the Euraxess portal as well.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
14. Selection (Code)			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		At the Faculty of Electrical Engineering and Computer Science, we apply mutatis mutandis the instructions and recommendations regarding the selection procedure and methods of evaluating achievements of candidates in the recruitment of researchers laid down in the Instructions on Recruitment at the University of Maribor. The Selection Committee is composed of University employees only, since due to time and financial constraints it would be difficult to include possible external members as well.
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		We follow the UM Instructions.
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
15. Transparency (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented, because candidates are acquainted with the recruitment procedure, the number of job posts and career prospects already on the basis of legislation. There is less transparency in the evaluation of applications of unselected candidates (their advantages and disadvantages), where there is still room for improvement.	In each recruitment procedure the Faculty prepares evaluation criteria for the assessment of candidates (selection criteria).
16. Judging merit (Code)			

Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
17 Variations in the chronological order of CVs (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+	At the Faculty of Criminal Justice and Security, we have not yet encountered a case of a variation in the chronological order in a CV, therefore, we cannot provide an evaluation on the implementation of this principle.	
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
18 Recognition of mobility experience (Code)			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	-/+	Proven reference and experience with mobility of the candidates for research positions is taken into account as a positive reference in recruitment. However, according to regulations regarding the transition to the public sector, researchers coming from the private sector with many years of work experience are classified to the starting salary grade. Moreover, according to the legislation, recognition of service in the private sector is not possible in promotion processes.	
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		

Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
19. Recognition of qualifications (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		

Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		We follow the UM Instructions.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
20. Seniority (Code)			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		

Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
21. Postdoctoral appointments (Code)			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	-	Unfortunately, the Faculty of Electrical Engineering and Computer Science has no funding sources for covering postdoctoral education. However, by obtaining large-scale, mainly international research projects, for the duration of a project, the Faculty is trying to employ researchers with as much experience as possible who already hold the title Doctor of Science.	
Faculty of Arts	-	We had no successful candidacies for postdoctoral students for several years.	We are encouraging young doctors of science to enrol to postdoctoral study programmes upon completing their studies, however, due to low quotas in social sciences and humanities, the success of their applications is negligible. Maybe more assistance should be offered to them in the process of application.
Faculty of Civil engineering, Transportation Engineering	-		

and Architecture			
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	-/+	Organizational culture at the University	
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
WORKING CONDITIONS AND SOCIAL SECURITY			

22. Recognition of the profession			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		

Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The professional integrity is being recognised to all researchers, however, due to the nature of pedagogical and research work there are deviations in the allocation of obligations to early-stage researchers and established researchers.	The management and bodies of the Faculty are always available for dealing with individual cases.
23. Research environment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		Obtaining research equipment within phase 2 of IET.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+/-	An encouraging research environment is connected to spatial (not enough teacher rooms at the Faculty) and financial restrictions (the Faculty has a record of all necessary	The Faculty is applying to relevant calls, taking place at UM level. It allocates a certain minimum share of funds to departments, from which they can purchase smaller items of equipment. It constantly improves the network infrastructure throughout the entire building

		equipment prepared by departments, however, it cannot realize the purchase due to financial limits).	and occasionally plans a larger joint public procurement for necessary equipment from project revenues.
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	National legislation and rules It is necessary to increase the GDP percentage for research to 2%. It is necessary to increase funding for the purchase of research equipment. It is necessary to increase the number of research projects. It is necessary to increase the number of young researchers.	Every year, the Faculty financially rewards the most successful younger researchers (call). We also financially reward the publications of researchers in Scopus and WoS.
Faculty of Agriculture and Life Sciences	+		Increasing funds for research from project (market) money in the last 4 years.
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	-/+	Outdated research equipment.	Application to the RIUM 2019 Call.
Faculty of Organizational Sciences	-/+	The biggest shortcoming refers to the equipment and funds for its purchase.	We are even facing legislative restrictions, e.g. we are not allowed to be included in the Eastern region and cannot be part of the Western one due to the legal personality of the University of Maribor.
Faculty of Mechanical Engineering	+/-	National legislation and rules Organizational culture at the University (facilities are mostly deteriorated – windows, installations, etc., spatial restrictions, limited funds for investments in facilities and equipment)	Due to the lack of funds for regular infrastructure maintenance at the Faculty of Mechanical Engineering, partial upgrading of infrastructure (new windows, plumbing and electrical wiring, etc.) is performed at the level of laboratories with funds, obtained within projects.
Faculty of Tourism	+		
Faculty of Criminal	+		

Justice and Security			
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
24. Working conditions			
Faculty of Economics and Business	+/-	What is included in teleworking (can this be treated equally with work from home)?	Teleworking (remote desktop is enabled); a contract has to be concluded for teleworking or work from home. How should be teleworking regulated in the future at UM level? From the viewpoint of the Faculty of Economics and Business, there has never been such a case, therefore, this indicator (teleworking) of the principle cannot be evaluated.
Faculty of Energy Technology	+		Working conditions are ensured in Krško as well as in Velenje.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Chemistry and Chemical Engineering	+		

Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+/-	Some researchers have, mostly due to lack of space, inadequate working conditions.	Preparing documents for the extension in 2018 and 2019.
Faculty of Organizational Sciences	+	According to the given proposals, adequate working conditions are being arranged.	
Faculty of Mechanical Engineering	+/-	University rules Organizational culture at the University (spatial limits, due to deterioration, facilities are in many places not suitable for researchers with disabilities)	Due to the deterioration of facilities and lack of funds, only the essential upgrades and adaptations for researchers with disabilities were carried out (the main entrance on Smetanova ulica was renovated that enables students with disabilities easier access to the technical faculties' facilities).
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented, however not yet fully. The reasons are out of the Faculty's range. On the one hand, this is the habilitation condition of a three-month leave which puts female researchers – mothers in a more difficult position. The reason also lies in the so far retained relationship of UM leadership toward work from home (which is changing with the epidemic). There are also objective problems; the Faculty, for instance, cannot schedule hours for teaching in a way that would prevent occasional time	The Faculty makes sustained efforts to ensure employees adequate working conditions – adequate office equipment and stationery, promoting the purchase of specialised literature, etc. The working time of researchers is flexible, which is in line with the nature of their work (e.g. uneven scheduling of teaching obligations, urgent deadlines for project applications, etc.). During the emergency period due to the epidemic, the Faculty of Law as well introduced work from home (also for professional associates), which enabled better balance between work and family life.

		burdens, which, however, comes with the nature of this work.	
Faculty of Agriculture and Life Sciences	+/-	There is not enough research equipment available or it is outdated. The financial situation of the Faculty is currently the main reason that the research equipment is not upgraded.	
25 Stability and permanence of employment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		We handle each research employment individually and are looking for ways of long-term employment.
Faculty of Electrical Engineering and Computer Science	-/+	Researchers are mainly employed for the duration of a specified project, which does not provide them with the same stability as teaching staff employed for an indefinite period of time. Such recruitment procedure is laid down for researchers in the national legislation. However, at the Faculty we strive for project work employments to have a duration of several years and to obtain new funding sources even before the expiry of the employment contract.	
Faculty of Arts	+/-	Particularly acute is the situation of young researchers who, after concluding their training, struggle to get permanent employment. Due to financial restrictions and the demand of not employing new workers, their employment can be extended only for the period of research within a possible project.	Here, systemic solutions cannot be predicted. The Faculty adopted the practice that new employments are possible only on projects, therefore it is encouraging more experienced researchers with adequate reference to apply as much as possible as this is the only possibility for staff reinforcement in departments.
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	National legislation and rules, University rules Greater stability of employment of researchers must be ensured, especially of prospective younger researchers.	Leaders of research groups are also responsible for this.

Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	-/+	National legislation and rules University rules (researchers are employed for a fixed-term and their employments are linked to the duration of the projects, there is no stability in the employment of researchers due to the project type work and the absence of a bridging funding system at UM for researchers who currently have no funding)	With researchers who have guaranteed funding from projects for a longer period, the employment contracts are concluded for the duration of a particular project.
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+/-	Contracts are drawn up in a way that work obligations regarding teaching and research are complemented. If an employment is pertaining to research and after the end of a research project funding cannot be obtained, such employment is terminated. However, the Faculty of Criminal Justice and Security does everything it can in order the employment relationship with the researcher who gained organization and work specific competencies at the Faculty is continued without interruption, if possible.	

Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
26. Funding and salaries			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		Funding is provided in accordance with Slovene legislation (public sector).
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	For the most part, the funding conditions depend on the public sector salaries and are often unattractive for young staff. Insufficient and non-systemic Faculty funding.	
Faculty of Chemistry and Chemical Engineering	+		

Faculty of Logistics	-/+	National legislation and rules (obtaining a programme group)	
Faculty of Natural Sciences and Mathematics	+/-	Factorization of payments of the direct teaching obligation.	According to the Decision of the UM Management Board and the Senate of the Faculty of Natural Sciences and Mathematics, the factorization will be finally eliminated with 1 January 2022.
Faculty of Organizational Sciences	-	The main restriction in this regard is the national legislation which regulates the salaries.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	-	The Faculty does not have a stable source of funding, which is an issue already since its establishment.	We are trying to obtain independent funding sources, such as projects and part-time students, however, this does not ensure a stable source and causes instability.
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	-/+	The principle is only partially implemented. The reason lies in Slovene legislation. It adequately regulates the social security rights for researchers in an employment relationship (sickness pay, unemployment allowance, etc.), however, less adequately the level of remuneration for the work. The Public Sector Salary System Act that determines the salary level for all civil servants in the Republic of Slovenia inadequately evaluates the work of researchers.	<p>Within legislative frameworks, the Faculty regularly ensures adequate funding and salaries.</p> <p>Because the evaluation of research work is a systemic problem, the Faculty is not in a position to act.</p>

27. Gender balance			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		All employees equally and with comparable success engage in research work, irrespective of gender.
Faculty of Organizational Sciences	+		

Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
28. Career development			
Faculty of Economics and Business	+/-	<ul style="list-style-type: none"> - Legally and formally regulated on national level. - At UM level it is legally and formally regulated, however, in practice the internal rule related to financial assets is implemented. 	<ul style="list-style-type: none"> - The implementation of these legal and formal regulations is not consistent. - Inconsistency between the elected title and the job post. - The Faculty of Economics and Business will have to improve the career planning of individual researchers and implement this at UM level.
Faculty of Energy Technology	+		Each researcher has a supervisor/head of the Laboratory who takes care of the development of researchers.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering	+		

and Architecture			
Faculty of Agriculture and Life Sciences	+/-	More dialogue between an individual and the Faculty is needed regarding career development. Individuals are on their own when it comes to career development. The faculty would need a youth development strategy.	
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+	Based on the substantive connection of teaching and scientific research, there are possibilities for career development.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		

Faculty of Law	+/-	The principle is mainly implemented, since the Faculty is largely employing on a permanent basis, which enables career stability. The Faculty is also striving for the development of their career by providing adequate supervision.	For a while now, the Faculty works on the consolidation of professional coverage of individual study fields as well as for a sufficient staff coverage of these. The Faculty intends to prepare a strategy for career development of researchers at all stages of their career.
29. Value of mobility			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural	+		

Sciences and Mathematics			
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>The principle is implemented in the actual conduct of the Faculty's management which counts the mobility of researchers as an advantage. According to EU law, bilateral agreements and Slovene legislation, researchers are also granted rights in the social security system acquired in other countries. However, this principle is not systemically considered in the transition of a researcher from the private into the public sector (in determining the salary level or advancement). What is more, habilitation criteria are not adequately evaluating mobility (e.g. the fact that before employment at the Faculty, a researcher was employed in the private sector).</p> <p>University habilitation criteria do not give enough weight to the participation in international projects (not only of project</p>	<p>The Faculty strongly promotes the mobility of researchers through various and always new forms of international cooperation (projects, exchanges, also as part of the visiting programmes) as well as cooperation in practice (e.g. cooperation of external experts in the pedagogical process and research activities and vice versa, cooperation of researchers with various institutions from the public and private sector).</p>

		managers but also other participants).	
30. Access to career advice			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	-/+	Career advice as a form of help for researchers has not yet reached its potential. Maybe we have insufficient knowledge regarding the possibilities and opportunities offered by the UM Career Centre.	It would be necessary to strengthen contacts with the UM Career Centre and invite them to the Faculty for presenting their work and areas of possible mutual cooperation to the employees.
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		

Faculty of Organizational Sciences	+	Within the development strategy, advice related to the organization is also guaranteed.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
31. Intellectual Property Rights			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		Defined at the level of the employment contract and University rules.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportatio	+		

n Engineering and Architecture			
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
32. Co-authorship			

Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		

Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		The importance of co-authorship of articles is promoted throughout the entire duration of studies. Each year, we additionally organize lectures by a renowned professor who is at the same time the editor-in-chief of one of the most recognized journals from the field of nursing care, where beside the basics of publishing emphasis is also placed on the co-authorship in research.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
33. Teaching			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+/-	National legislation and rules, organizational culture at the University. Overloads of researchers and assistants need to be reduced or eliminated. It is necessary to introduce evaluation based on FTE or ECTS.	

Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented, since the Faculty is striving to adequately schedule teaching hours and the research obligation of researchers. The obstacle for a full implementation of the principle is the fact that due to the insufficient number of	Recently, there were some staff reinforcements which improves the situation regarding teaching. However, the shortage in teaching staff at the Faculty has not been fully remedied yet.

		<p>researchers, these are teaching various subjects, which means greater workload. Researchers who are overburdened with teaching, this fact is taken into account in their salary. Numerous trainings for researchers are implemented at UM level for teaching.</p>	
34. Complaints / appeals			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural	+		

Sciences and Mathematics			
Faculty of Organizational Sciences	+	In case of a received complaint, we would act appropriately.	
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The Slovene labour law adequately regulates the question of labour disputes settlement and the procedure in case of suspicion of bullying is regulated at UM level. There is no additional, special procedure for settling complaints of researchers and disputes between researchers (particularly the young ones) and their supervisors at the Faculty of Law and also at the University, however, it could contribute to a full implementation of this principle.	
35. Participation in decision-making bodies			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		

Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
TRAINING AND DEVELOPMENT			
36 Relations with supervisors			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		

Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented in practice, however, for it to be fully implemented, the Faculty will have to pay more attention to this field.	The head of the research group keeps a record of the entire course of work and research findings. All researchers have access to these results and records, however, in practice there is sometimes a lack of communication between certain researchers and the head of the group.
37. Supervision and managerial duties			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		

Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The principle is mainly implemented in practice, however, for it to be fully implemented, the Faculty will have to pay more attention to this field.	
38. Continuing Professional Development			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+/-	National legislation and rules: Due to insufficient funding, the continuing professional development cannot be fully ensured.	Researchers can attend trainings, workshops, conferences and other forms of professional development.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture	+		

and Life Sciences			
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
39. Access to research training and continuous development			
Faculty of Economics and Business	+		

Faculty of Energy Technology	+/-	National legislation and rules: Due to insufficient funding, research training and continuous development cannot be fully ensured.	Researchers have access to research training and continuous development.
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+		Over the years, the Faculty has encouraged visits in other countries and trainings. The teaching obligation is adequately postponed.
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	-/+	The Faculty has a remote location and the access to educational content is more difficult. What is more, due to	

		insufficient funding, we do not have enough sources for training and continuous (career) development.	
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
40. Supervision			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture	+		

and Life Sciences			
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		
Faculty of Organizational Sciences	+		
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		

Legend:

	The implementation level of the principle is higher compared to the analysis conducted in September and October 2017.
	The implementation level of the principle is lower compared to the analysis conducted in September and October 2017.

Analysis of the implementation level of principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers at the University of Maribor was adopted on 22 December 2020 at the 15th regular session of the Senate of the University of Maribor.

Rector of the University of Maribor

prof. dr. Zdravko Kačič