

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 2024

We conducted a gap analysis at faculties of the University of Maribor at the beginning of 2024 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 December 2021/January 2022. 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

Summary of responses of 17 UM faculties regarding the level of implementation of the Charter & Code principles

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

39. Access to research training and continuous development		1	1	15	
40. Supervision				17	

Implementation indicators: - (insufficiently implemented) -/+ (partially implemented) +/- (almost fully implemented) + (fully implemented)	
Legend:	
	The implementation level of the principle is higher compared to the analysis conducted in December 2021/January 2022.
	The implementation level of the principle is unchanged compared to the analysis conducted in December 2021/January 2022
	The implementation level of the principle is lower compared to the analysis conducted in December 2021/January 2022.

The following is a presentation of the main findings arising from the analysis and of the responses of respective faculties.

Fully implemented principles

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 18 principles: **contractual and legal obligations, accountability, dissemination, exploitation of results, engagement with the public, non-discrimination, recruitment, judging merit (Code), variations in the order of Cvs (Code), recognition of qualifications (Code), seniority (Code), gender balance, intellectual property rights, co-authorship, complaints / appeals, participation in decision-making bodies, relations with supervisors, supervision and managerial duties**. Regarding these principles, all 17 faculties reported that the principle is implemented in full. Additionally, two new principles are fully implemented, i.e. **dissemination, exploitation of results and engagement with the public**, however, the principle selection (Code) is not fully implemented any more.

Partially implemented principles

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.

Two UM members also stated that the principle **Funding and salaries** is partially implemented. Employers and/or funders must 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. For each of the following principles one member stated its partial implementation: **evaluation and appraisal systems, recruitment (Code), recognition of mobility experience (Code), access to career advice, access to research training and continuous development.**

Insufficiently implemented principles

Insufficiently implemented (4 Faculties) is the principle **postdoctoral appointments (Code)** 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.

For each of the following principles one member stated its insufficient implementation:

Research environment: employers and/or funders of researchers must ensure a stimulating research environment or research training environment as well as 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.

Working conditions: employers and/or funders must ensure that the working conditions for researchers, including researchers with disabilities, where this is appropriate, enable flexibility, necessary for conducting research, in accordance with the applicable national legislation as well as national or sectoral collective agreements. They must strive to establish such working conditions that enable men and women to combine family and work, children and career. Among other things, special attention must be paid to flexible working time, part-time work, remote work and sabbatical leave as well as necessary financial and administrative provisions which regulate these matters.

Stability and permanence of employment: 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.

Funding and salaries: employers and/or funders must 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 legislation 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.

Recruitment (Code): 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.

Declined implementation of the principle

The comparison of the analysis of the implementation level of principles arising from the Charter & Code, conducted in December 2021/January 2022, has shown that at the Faculty of Agriculture and Life Sciences (almost fully implemented) the implementation of the principle **selection (Code)** has declined. The Faculty states that the actual potential or the non-potential of the candidate is not sufficiently considered/observed, either at the research or teaching level of employment.

Lower is the implementation of the principle **postdoctoral appointments (Code)**. Faculty of Electrical Engineering and Computer Science (insufficiently implemented) has no funding sources to directly cover 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. For several years, the Faculty of Arts (insufficiently implemented) did not have any successful candidates for postdoctoral studies and due to the low quotas in social sciences and humanities, the success rate of applications is still negligible. The Faculty of Logistics (insufficiently implemented) stated that they do not have any postdoctoral researchers, the principle of postdoctoral appointments (Code) is insufficiently implemented at the Faculty of Civil Engineering, Transportation Engineering and Architecture as well. There are also some issues with the implementation of the principle **research environment**. The Faculty of Arts (almost fully implemented) states that 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 equipment prepared by departments, however, it cannot realize the purchase due to financial limits). At the same time, the dilapidation of their building is more than obvious. Faculty of Natural Sciences and Mathematics (partially implemented) highlights outdated research equipment and insufficient individual research resources for researchers who do not have any projects (yet). According to the Faculty of Organizational Sciences (partially implemented) the greatest shortage refers to the equipment and the means to buy it. The Faculty of Mechanical Engineering (almost fully implemented) stated the national legislation, rules and organizational culture at the University (for the most part, buildings are dilapidated and outdated, spatial restrictions - expansion of research groups requires additional premises, financial resources for investing in premises and equipment are limited, in some places there are also problems with the principle of open access to equipment). The Faculty of Tourism (insufficiently implemented) has no programme group that would provide a similar or same research environment as at other UM Members. With new conditions regarding the establishment and funding of programme groups, the Faculty has no possibility for independent research environment organisation.

The implementation of the principle **working conditions** has also declined. At the Faculty of Agriculture and Life Sciences (almost fully implemented) there is not enough research equipment available or it is outdated. The financial incapacity of the Faculty is currently the main reason that the research equipment is not upgraded. At the Faculty of Natural Sciences and Mathematics (almost fully implemented), a part of researchers, particularly due to overcrowding, has inadequate working conditions, e.g. there are no adequate research laboratories. Because the building is out of date, the electrical installation is not sufficient for the operation of teaching and research devices, internet connections are bad. The Faculty of Mechanical Engineering (almost fully implemented) states the University rules as well as the organizational culture at the University (spatial restrictions). The Faculty

of Tourism (insufficiently implemented) needs a building. At the Faculty of Law (almost fully implemented) the principle working conditions is largely 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. There are also objective problems; the Faculty, for instance, cannot schedule hours for teaching in a way that would prevent occasional time burdens, which, however, comes with the nature of this work. The Faculty would like to perform an energy renovation of the building.

Stability and permanence of employment also belong to the principles in which we record a decline in implementation. The Faculty of Electrical Engineering and Computer Science (partially implemented) has stated that 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 procedure for the recruitment of researchers for the duration of projects is laid down in the national legislation. However, they are trying to ensure that project work employments have a duration of several years. What is more, in recent years, quite a few researchers have already taken up employment for an indefinite period of time. For researchers with fixed-term employment for the duration of projects, we are trying to obtain new sources of funding before the expiry of the employment agreement. The Faculty of Arts (almost fully implemented) expressed its opinion that young researchers are in a particularly pressing situation, since after their training, it is difficult for them 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. A positive and pleasing fact is that at the end of 2021 two programme groups (out of four in total that operate within the UM Faculty of Arts) have been extended for the next six years, unfortunately without any changes in funding. Generally, all four programme groups – despite very good results – in comparison to comparable groups in Slovenia are inadequately in disproportionately very “undernourished”. The Faculty of Mechanical Engineering (partially implemented) states the national legislation and rules at the University (employment contracts for researchers are concluded for a fixed period of time and are related to the duration of the projects, therefore, as a rule, their employment is unstable; the same applies to technical staff participating in the implementation of research activities, especially younger researchers are facing job insecurity after completing the young researcher's training. Another issue is that young promising staff that is habilitated and fulfils the criteria for a full professor does not get a teaching position. The Faculty of Tourism (insufficiently implemented) highlights non-permanent employment of researchers as well as professional and technical staff in project and research work and the Faculty of Criminal Justice and Security (almost fully implemented) hopes that in the future, with the introduction of new legislation in the field of research, the area of funding of researchers will also be systematically regulated at the University.

Based on the 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, the HR Strategy Action Plan for researchers was prepared (Attachment 1).

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:	If you selected -, -/+, or +/-, please provide an estimate of the actual gap between principles of the Charter & Code and state of affairs at your	What has your faculty contributed to improving this area and when?

<p>To what extent does your faculty meet the following principles?</p> <p>Apply one of the following implementation indicators:</p> <p>+ (fully implemented)</p> <p>+/- (almost fully implemented)</p> <p>-/+ (partially implemented)</p> <p>- (insufficiently implemented)</p>		<p>faculty. What is the factor preventing the implementation?</p> <p>Is it the:</p> <ul style="list-style-type: none"> - 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). 	
<p>1. Research freedom</p>			
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	+/-	<p>Operating limitations, e.g. for budgetary reasons</p> <p>Time restrictions due to simultaneous pedagogical loads</p> <p>Research limitations due to lack of basic research equipment</p>	<p>Stimulating a larger number of applications to various calls. This way, the researchers obtain funds that are not provided institutionally.</p> <p>Even distribution of teaching and research at the faculty among the teaching staff. Over-obligation in the implementation is at a relatively low level, this gives employees more time to research.</p>
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		

Faculty of Natural Sciences and Mathematics	+		As part of research fields developed by FNM departments.
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	+	Free choice of research topics is an important principle at our Faculty. Legal topics cover all aspects of social life and development, so the spectrum of study is potentially very broad. Researchers can freely choose to respond to certain social phenomena; which they perceive themselves or which they are encouraged to study by external stakeholders.	In 2017, the Faculty adopted a research strategy setting out a broad range of fields related to digitalisation in business and society; in 2022, we also added energy law and the green transition to these topics as a priority. Researchers focused intensively on these two priority fields, however, as said, they freely engage in other important legal matters as well. Recently, we managed to strengthen some chairs in terms of personnel with young employees to ensure the continuity of research. In some chairs, we are still planning such personnel reinforcement in the coming years. We assess that the reinforcement of staff represents added value in the field of research, since knowledge and experience is transferred to the young generation and at the same time, the final effect of research is greater. We continue to ensure the purchase up-to-date literature and

			remote access to research material in selected domestic and foreign databases, which is a prerequisite for quality research. Due to all this, the implementation of this principle can be evaluated as positive.
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	+		
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	+		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. All research within research projects is also addressed by the mentioned Committee.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The Faculty of Law is aware of its mission in society; its professional field of operation is the one that has to ensure high ethical standards in society and that the faculty staff must be a model of respect for ethical principles with their work and conduct. We would like to raise new generations of lawyers in accordance with the new European Bauhaus principles. In teaching and research activities of its employees and students of all study cycles, the Faculty has committed itself to ethical standards that ensure the integrity of scientific work and pedagogical process. We do not consider the principle as fully implemented, because we estimate that the care for ethical conduct is an ongoing process rather than a completed state.	The Committee for Ethical Research at the Faculty of Law is responsible for the implementation of the Code of Ethics and dealing with concrete cases: https://www.pf.um.si/o-nas/organiziranost/drugo/komisije/ At UM level, the Code of Ethical Conduct of the University of Maribor was adopted in July 2021, which is applicable to all UM employees.
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	+	Researchers are committed to ethical standards arising from the applicable UM Code of Professional and Research Ethics.	At the Faculty of Criminal Justice and Security, we have adopted special rules of communication that refer to strengthening the provision of non-hostile working environment.
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	The Faculty of Law is aware that it bears a special responsibility for the education of personnel who will be the holders of judicial power in the country, which is connected to the need for responsible	The work of all bodies of the Faculty of Law is based on the assessment and promotion of the professional responsibility of employees.

		<p>implementation of the legal profession. The mission of the Faculty is to work for the good of society and to educate new lawyers who will pursue their profession responsibly and fairly.</p> <p>The responsibility of researchers lies also in the commitment to achieving a high level of knowledge in fields that are crucial for the further development of society. At the Faculty of Law, the principle is implemented to a large extent.</p> <p>The question of professional responsibility of researchers is a wider social problem, influenced 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 (autoplaiarism).</p>	<p>The Faculty emphasises the importance of good research practices and respect for intellectual property rights.</p>
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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; in 2023, there has been a change in the Faculty's management which has made it a priority to ensure good communication and to resolve any difficulties that arise on the spot. At the same time, the principle of openness to all arguments, tolerance and direct mediation is important. 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. In 2023, we have introduced two new forms of meetings, i.e. the Dean's Collegium and the Secretary's Collegium at which open questions are solved promptly.</p> <p>The principle is mostly implemented. We do not consider the principle as fully implemented, because there are occasional complications in the implementation of work processes at the Faculty, which are most often caused by overload and time constraints; the operation of the management and</p>	<p>Researchers have support and access to all professional and technical support activities in the implementation of research activities.</p>

		relevant committees in this field is therefore a continuous process.	
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	+	Defined in the work contract and the Faculty's 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	+		
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	+		<p>Integration into the programme for the welfare of pigs, education of both employees at UKC in this field – in the last 4 years.</p> <p>Additional training and transfer of knowledge to professional associates in 1- and 3-year EIP projects (European Innovation Partnership) for various agricultural industries, in the last 5 years.</p>
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>Research work and relates research project work is based on rich experience; in past EU projects (in the last 5 years we have coordinated 10 European projects). Established practices of management, implementation and cooperation have been developed, which we also pass on to young researchers.</p> <p>Technical support for the ICT field is provided; internet security and data protection practices are in place. We pay constant attention to personal data protection. As a rule, safety and health in research in the field of law is not very problematic, however, we conduct regular mandatory trainings.</p> <p>We assess that the principle is almost fully implemented.</p>	<p>The Faculty respects the relevant national legislation and takes care that employees familiarise themselves with current changes and new developments in the field of GDPR.</p>
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	+		This results in applied projects obtained by the Faculty.
Faculty of Organizational Sciences	+	Given the increased activity of applying to various calls, there is a positive trend of the dissemination and exploitation of results. The employees have also an increased funding opportunity.	Dissemination and exploitation of results at the Faculty of Organizational Sciences is ensured within the scientific research activity as part of projects, whereby the funding source is provided by project funds. Possible improvement: individual Faculty fund to encourage such activities which would not depend on project 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	+		Employee participation in media publications is encouraged throughout. Due to a large number of EIP projects and dissemination of results, there are proportionally more publications and appearances in various media (newspaper, radio or TV events).
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	+		Yes, however, the possibilities are not fully exploited.

Faculty of Organizational Sciences	+	We organized several round tables referring to particular professional subjects. The problem lies in attracting interest of the public.	The Faculty of Organizational Sciences performs various activities for public engagement - in the pedagogical and scientific research as well as development field. In the scientific research and research activity, as part of projects, multiplier events are carried out the sole purpose of which is the dissemination of project results to the general public. The number of these activities is growing, also as a result of the end of "restrictive" measures to prevent the spread of the SARS-CoV-2 virus.
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	+		
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 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	+		
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	Annual evaluations of employees (annual performance evaluation) are implemented.

		Faculties are only preparing the appointment criteria.	
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	-/+	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.	The evaluation of the scientific research success of researchers mainly refers to quantitative values, while it would appear that the criteria should also be extended to qualitative indicators. Only this way and with a comprehensive treatment of an individual's scientific research work, their work will be adequately evaluated.
Faculty of Mechanical Engineering	+		
Faculty of Tourism	+		
Faculty of Criminal Justice and Security	+		

Faculty of Health Sciences	+		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. Every year, the Faculty of Health Sciences confers awards for the best researcher based on the achieved research results according to the SICRIS classification.
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+		
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, 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	+		Recruitment of young researchers after the conclusion of doctoral studies. So far, we have employed 3 young researchers.
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	+		
Faculty of Arts	-/+	The current practice is not yet established. So far, we 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	The mentioned cases present a good 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.

		programme group. Similarly – more issues and administrative work – it was in the case of a female researcher, doctor of psychology, who took part in a project in the USA and is intending to take up employment at the Faculty of Arts.	
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	The announcements of employment possibilities do not include international or globally accessible online sources. Knowledge of Slovenian is required when recruiting teaching staff, therefore, we are very limited in the selection process when recruiting personnel in Slovenia. What is more, specific knowledge is necessary which further narrows the selection of potential candidates. The situation is different when it comes to recruiting researchers, as knowledge of English is sufficient.	
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	-	Due to different legislative frameworks and also different administrative obstacles, we are not attractive for top experts from abroad who would enrich our operation. Firstly, we are not able to recruit by the principle of obtaining the best foreign experts, because proficiency in Slovene is required in order to teach in	

		Slovene (Article 8 of ZVIS). Secondly, administrative obstacles in recruiting foreign nationals from third countries (outside EU, including Great Britain) include lengthy and demanding procedures for obtaining a residence permit in form of a blue card, where the discrepancy between the required salary amount between universities and the blue card requirements is to be highlighted. One of the pressing problems is also the recognition of foreign qualifications.	
Faculty of Criminal Justice and Security	+		
Faculty of Health Sciences	+		Advertisements for vacancies pertaining to research are also published on the Euraxess portal.
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	+		
Faculty of Arts	+		
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	The actual potential or the non-potential of the candidate is not sufficiently considered/observed, either at the research or teaching level of employment.	

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). The Faculty is following the UM Strategy (2023-2030) in the field of human resources in research.
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 in the past, however, we adhere to 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 to directly cover 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. Due to low quotas in social sciences and humanities, the success rate of applications is still negligible.	At the Faculty of Arts, we are encouraging, even more than in previous years, young doctors of science to apply for postdoctoral projects. In 2022 and 2023, some have tried to apply postdoctoral projects abroad and at home (ARIS application). We try to transfer their experience to other potential candidates, which is reflected in the application statistics of postdoctoral projects, since it is growing year by year.
Faculty of Civil engineering, Transportation Engineering and Architecture	-		
Faculty of Agriculture and Life Sciences	+		
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	-	We have no postdoctoral researchers at the Faculty.	We encourage our co-workers to apply to various calls. In 2023 and 2024 we submitted applications. If we will employ a postdoctoral researchers, we will comply with and implement the Code.
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	+		
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	+/-	All researchers are recognized for their professional integrity, they perform scientific and professional (advisory) work at their own discretion. Due to the nature of pedagogical and research work, researchers in the early stages of their careers may occasionally undertake work that goes beyond the scope of pure research (administrative work), however, we consider these works as included in the training. The principle is largely respected.	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	+		
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 equipment prepared by departments, however, it cannot realize	The Faculty is applying to relevant calls, taking place at UM level. It allocates a certain share of funds to departments, from which they can purchase smaller items of equipment. It constantly improves

		the purchase due to financial limits). At the same time, the dilapidation of the building on Koroška cesta 160 is quite evident.	the network infrastructure throughout the entire building and occasionally plans a larger joint public procurement for necessary equipment from project revenues. The Faculty of Arts rightly expect the beginning of construction of a new building.
Faculty of Civil engineering, Transportation Engineering and Architecture	+		With the Scientific Research and Innovation Activities Act additional funds are provided. Each year, the Faculty gives financial awards to the most successful younger researchers and allocates financial incentives for the publication of articles.
Faculty of Agriculture and Life Sciences	+		Increase in funds for research from projects. Funds from the Research programme
Faculty of Chemistry and Chemical Engineering	+		
Faculty of Logistics	+		
Faculty of Natural Sciences and Mathematics	-/+	Outdated research equipment. Insufficient individual research funding for researchers who have no projects (yet).	Application to the RIUM call, Package 21, RI-SI LifeWatch. Individual research funding will be provided with the new annex to the Collective Agreement for the Education Sector in the Republic of Slovenia.
Faculty of Organizational Sciences	-/+	The biggest shortcoming refers to the equipment and funds for its purchase.	We are still facing legislative constraints due to the location that according to our headquarters is not within the same cohesion region as the University of Maribor. Because of the legal personality of the University of Maribor as a whole, we are not able to stand as a candidate within our cohesion region and thus, we are not able to obtain funding for example for equipment. We expect some commitment of the University towards the legislator to remedy the situation.

Faculty of Mechanical Engineering	+/-	national legislation and rules organizational culture at the University (for the most part, buildings are dilapidated and outdated - windows, installations, etc., spatial restrictions - expansion of research groups requires additional premises, financial resources for investing in premises and equipment are limited, in some places there are also problems with the principle of open access to equipment)	Due to the lack of funds for regular infrastructure maintenance at the Faculty of Mechanical Engineering, only partial and urgent renovations were carried out (windows, renovation of laboratories). The Faculty is renovating laboratories with donor funds as well as A3 funds. Thus, from the very beginning, the Faculty is taking an active part in the preparation of the Innovum project, within which the demolition of dilapidated buildings and the construction of a completely new and modern infrastructure is planned. A significant gain is the RI obtained within the RIUM project. This upgrade of equipment and premises will significantly improve the environment for research training and enhance the possibility for achieving top results for researchers.
Faculty of Tourism	-	The Faculty has no programme group that would provide a similar or same research environment as at other UM Members. With new conditions regarding the establishment and funding of programme groups, the Faculty has no possibility for independent research environment organisation.	At the Faculty, we have participated in calls to co-create smaller programme groups, which are interdisciplinary and represent smaller UM programme cores. However, such organisation and cooperation is limited to certain associates according to the research topics they cover and does not allow for independent organisation of the Faculty's research environment.
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	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	+	Here, it would be good to consider the implementation indicator according to the lack of space and inappropriate working spaces, the new building plan, etc.	
Faculty of Civil engineering, Transportation Engineering and Architecture	+		
Faculty of Agriculture and Life Sciences	+/-	There is not enough research equipment available or it is outdated. The financial incapacity of the Faculty is currently the main reason that the research equipment is not upgraded.	
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, e.g. there are no adequate research laboratories. Because the building is out of date, the electrical installation is not sufficient for the operation of teaching and research devices, internet connections are bad.	Preparing documents for the for the new construction of three faculties, where larger and modern facilities are expected.
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 restrictions)	Employees are allowed flexible working hours and work from home, where the nature of the work allows it. The possibility of working from home is very well

			received by the research staff and shows good work efficiency. The faculty is also trying to eliminate space restrictions and provide adequate work space.
Faculty of Tourism	-	The need for a building	The Faculty is located outside of Maribor, the seat of the University of Maribor, and away from most of its members. At the same time, we do not have a common space at the Faculty where teaching and research work could be combined. The management of the Faculty is constantly participating in negotiations for the acquisition of new and suitable premises, however, it is a substantial investment venture that requires long-term negotiations with many stakeholders.
Faculty of Criminal Justice and Security	+		The Faculty of Criminal Justice and Security is in the phase of renovation/construction of new premises, where optimal working conditions are planned for all employees and students. According to the schedule, construction work should begin in early 2025.
Faculty of Health Sciences	+		
Faculty of Medicine	+		
Faculty of Education	+		
Faculty of Law	+/-	<p>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. There are also objective problems; the Faculty, for instance, cannot schedule hours for teaching in a way that would prevent occasional time burdens, which, however, comes with the nature of this work.</p> <p>The Faculty would like to perform an energy renovation of the building.</p>	<p>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.).</p> <p>In the post-epidemic period, the faculty introduced the possibility of working remotely for professional</p>

			<p>associates as well (4 days per month).</p> <p>The Faculty has completed the renovation of the heating system, which means additional value to favourable working conditions.</p>
25. Stability and permanence of employment			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	-/+	<p>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 procedure for the recruitment of researchers for the duration of projects is laid down in the national legislation. However, we are trying to ensure that project work employments have a duration of several years. What is more, in recent years, quite a few researchers have already taken up employment for an indefinite period of time. For researchers with fixed-term employment for the duration of projects, we are trying to obtain new sources of funding before the expiry of the employment agreement.</p>	
Faculty of Arts	+/-	<p>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. A positive and pleasing fact is that at the end of 2021 two programme groups (out of four in total that operate within the UM Faculty of Arts) have been extended for the next six years, unfortunately without any changes in funding. Generally, all four programme groups – despite very good results – in comparison to comparable groups in Slovenia are inadequately in disproportionately very “undernourished”.</p>	<p>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 references to apply as much as possible as this is the only possibility for staff reinforcement in departments. In the last two years (2022-2023), colleagues are being even more intensively encouraged to prepare national and European projects. In the last two years, the number of applications at the Faculty to ARIS calls has significantly increased, within the last call (2022) we have</p>

			<p>thus won six new projects and in 2023 four. The same applies to the increased number of applications to European calls for research projects. Under the 2022 Marie Skłodowska-Curie Postdoctoral Fellowships call, one of the Professors of the Faculty of Arts of the University of Maribor was a supervisor to a foreign candidate, for whom our Faculty was the so-called host institution. Unfortunately, the application was not approved. An application for the MSCA Staff exchange was also submitted this year. In 2022, we submitted 16 applications to international calls as well as 2 applications to national calls, altogether 18 applications. In the 2023 calendar year, we submitted a total of 34 applications to international and national calls. We were successful in 9 new applications, the projects of which started in 2023. We are aware that successful application of projects is a long-term achievement, therefore, encouraging or motivating and advising is all the more important in the given situation and also in the future. For this purpose, in autumn 2021 (before that there were restrictions due to the so-called covid situation), the Faculty's leadership also began with systematic interviewing of individual departments.</p>
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	-/+	national legislation and rules; rules at the University (Employment contracts for researchers are concluded for a fixed period of time and are related to the duration of the projects, therefore, as a rule, their employment is unstable; the same applies to technical staff participating in the implementation of research activities, especially younger researchers are facing job insecurity after completing the young researcher's training. Another issue is that young promising staff that is habilitated and fulfils the criteria for a full professor does not get a teaching position).	Employment contracts for an indefinite period were concluded with the most successful researchers, who are continuously acquiring new research projects. Otherwise, with researchers who have guaranteed funding from projects for a longer period, the employment contracts are concluded for the duration of a particular project. A step forward in this segment is the stable funding of scientific research activity, which partially enables the bridging of researchers' employment until the acquisition of new national or international projects. The faculty is also trying to provide bridging funds (borrowing between FS members).
Faculty of Tourism	-	Non-permanent employment of researchers as well as professional and technical staff in project and research work.	At the Faculty, we are trying to obtain independent funding sources, such as projects, however, this does not ensure a stable source and causes issues, especially regarding stable recruitment of researchers, professional and technical staff.
Faculty of Criminal Justice and Security	+/-	Upon the enforcement of the new legislation in the field of research, we hope that in the future the field of funding researchers will be systemically regulated at the University as well.	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, 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	+/-	National legislation: Systemic funding is not provided for all research institutions.	We have applied to a public call for a research programme, however, due to an insufficient quota of funds we were unfortunately not successful.
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. Non-stimulating treatment of researchers who are successful in national and international project calls.	
Faculty of Chemistry and	+		

Chemical Engineering			
Faculty of Logistics	-	National legislation and rules (obtaining a programme group) Changes in salary brackets for performers of the pedagogical process at Faculty level Precisely defined criteria for advancement. Too much of an influence of individuals on advancement.	
Faculty of Natural Sciences and Mathematics	+		They are no motivation for the best personnel.
Faculty of Organizational Sciences	+/-	The main restriction in this regard is the national legislation which regulates the salaries.	With changes in the method of financing and evaluating scientific research work, especially with the implementation of the new act on scientific research and artistic activity, the payment for the work of researchers will be addressed more appropriately. We are waiting for the publication of by-laws that will make the mentioned legal solution possible.
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 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. We support ongoing negotiations with the government to determine an appropriate	Within legislative frameworks, the Faculty regularly ensures adequate financial compensation for the performed work. Because the evaluation of research work is a systemic problem, the Faculty is not in a position to act.

		basis for researchers' payments; in this process, we are missing efforts to regulate the salary relations for professional associates as well.	
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 engage equally and with comparable success 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	+/-	- at UM level the matter is formally regulated to a certain extent.	At EPF, from the academic year 2021/22 in accordance with the amendment to the instructions to the Work Programme with regard to the Evaluation of the work of higher education teachers and associates at UM, No. 0411/2019/D195/521-NP of 20 December 2019, there were employment contracts concluded for two work positions - higher education teacher (RP, IP and DOC) and higher education associate (in the title AD). However, there are still inconsistencies for the job position of Senior Lecturer, because the rules at the University of Maribor do not yet regulate this.
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	+/-	More dialogue between an individual and the Faculty is needed regarding career development. Individuals are on their own	

and Life Sciences		when it comes to career development. The Faculty would need a youth development strategy, where again, there is the problem of recruitment and education of new staff due to the financial situation of the Faculty.	
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 young researchers' careers by providing adequate supervision. We provide researchers with working conditions that enable them to progress in their careers in accordance with the habilitation rules.	The Faculty provides professional coverage of individual study fields and their coverage with a sufficient (within the legal and financial capacity) number of staff. The Faculty supports habilitation procedures for researchers who meet the conditions. Professional services offer adequate support in the career development of researchers.
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	+		Yes, however, we do not appreciate enough the desire for mobility that is not expressed by everyone.
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 managers but also other participants).</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 EU funding and Ministry 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>
30. Access to career advice			
Faculty of Economics and Business	+		
Faculty of Energy Technology	+		
Faculty of Electrical Engineering and Computer Science	+		
Faculty of Arts	-/+	<p>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.</p>	<p>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.</p>
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	+		
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	+		
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	+		Many scientific works at the Faculty of Criminal Justice and Security are created in co-authorship. The Faculty encourages the enhancement of such collaboration.
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	+		Pedagogical workloads are within the limits set by law. All pedagogical work is adequately evaluated and paid and is considered in the evaluation of employees as well as scored within the procedures of election to titles.
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 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 researchers, these are teaching various subjects, which means greater workload. Numerous trainings for researchers are implemented at UM level for teaching.</p>	<p>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. As part of the RRP Pilot project, the Faculty is planning to prepare a special strategic document for system solutions regarding a more flexible determination of work obligations that will also encourage and enable permanent education of the pedagogical staff and professional associates.</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	+		
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	+		
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	+		
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	+		
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 within financial possibilities.
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 within financial possibilities.
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 several years, the Faculty has been encouraging going abroad and training through the staff mobility programme. Access to research training and continuous development is enabled through Erasmus+ projects. Postponement of teaching duties can be arranged normally with the member, by agreement.

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 is located away from the seat of the University and the access to certain educational contents 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	+		



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 2 July 2024, at the 13th regular session of the Senate of the University of Maribor.

Rector of the University of Maribor
prof. dr. Zdravko Kačič