

EURAXESS

GAP Analysis (Charter and Code Checklist)

Case number

2022TR738831

Name Organisation under review

Dokuz Eylul Universitesi

Organisation's contact details

Cumhuriyet Bulvari no:144 Alsancak, Izmir, IZMIR, 35210, Turkey

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GAP Analysis overview

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

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

- **Status** : to what extent does this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - -- insufficiently implemented
- **GAP** : In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

Ethical and Professional Aspects

Status**1. Research freedom**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Based on the survey result, no more actions to be taken in the initial implementation phase.

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Based on the survey result, no more actions to be taken in the initial implementation phase.

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap. Because R1 researchers has no sufficient perspective on professional responsibility	Incremental actions needs to be taken in the initial implementation phase.

Status**4. Professional attitude**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap. Because R1 researchers has no sufficient perspective on professional attitude.	Incremental actions needs to be taken in the initial implementation phase.

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Contractual and Legal Obligations (for both researchers and the institution) are determined via Law numbers 2547 (https://www.mevzuat.gov.tr/mevzuatmetin/1.5.2547.pdf) and 4735 (https://www.mevzuat.gov.tr/mevzuatmetin/1.5.4735.pdf).	No more suggestions for improvement

Status**6. Accountability**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Accountability of researchers are determined via Law number 2547. Moreover, university is held accountable via Audit Reports of Turkish Court of Accounts (Law number 6085 https://www.mevzuat.gov.tr/mevzuatmetin/1.5.6085.pdf) and reports of Council of Higher Education of Türkiye	No more suggestions for improvement

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Based on the survey result, no more actions to be taken in the initial implementation phase.

Status**8. Dissemination, exploitation of results**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Based on the survey result, no more actions to be taken in the initial implementation phase.

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Based on the survey result, no more actions to be taken in the initial implementation phase.

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	According to the legislation (Law number 2547), all individuals have an equal opportunity to be recruited and to be treated fairly.	No more suggestions for improvement

Status**11. Evaluation/ appraisal systems**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result there was a gap. Because Institutional Academic Activity Monitoring and Evaluation Directive is implemented at 2021-2022 academic year. The knowledge and awareness about the results of first cycle evaluation is low.	Incremental actions needs to be taken in the initial implementation phase.

Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.

12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because researchers perceive that some parts of the recruitment process might not produce the result intended. Since recruitment process is under strict regulation of the legislation (Law number 2547), improvements can only be made through regulatory bodies.	Incremental actions needs to be taken in the initial implementation phase

Status**13. Recruitment (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	According to the legislation (no. 2547 and DEU assignment and promotion policies), everyone has an equal chance to be recruited. Main criteria for recruitment involve centralized assessments which ensure the recruitment process to be based on certain skills.	No more suggestions for improvement

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	According to the legislation (no. 2547 and DEU assignment and promotion policies), everyone has an equal chance to be selected. For example, none of the research related jobs have demographic prerequisites which ensure the selection process to have minimal bias.	No more suggestions for improvement

Status**15. Transparency (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because there is the need to address this issue in the recruitment guidelines (by specifying the transparency procedures towards prospects).	Incremental actions needs to be taken in the initial implementation phase

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because Researchers are not fully satisfied with the merit criteria. One of the causes could be related to evaluation of limited range of skills rather than full range of skills and accomplishments.	Incremental actions needs to be taken in the initial implementation phase

Status**17. Variations in the chronological order of CVs (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	By Law number 2547, career breaks or variations in the chronological order of CVs are not penalised.	No more suggestions for improvement

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because researchers were not satisfied with how mobility experience integrated into career decisions. Mobility experience should be emphasized and weighted in certain decisions such as career assignment and promotion.	Incremental actions needs to be taken in the initial implementation phase.

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Recognition of qualifications are based on the legislation (Law number 2547 and DEU assignment and promotion policies),	No more suggestions for improvement

Status**20. Seniority (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because researchers were not satisfied with the seniority decisions. Seniority should be emphasized and weighted in certain decisions such as career assignment and promotion.	Incremental actions needs to be taken in the initial implementation phase.

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Postdoctoral appointments are determined via Law number 2547. TUBITAK (Scientific and Technological Research Council of Türkiye) supports postdoctoral appointments via several funding schemes.	No more suggestions for improvement

Working Conditions and Social Security

Status**22. Recognition of the profession**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because researchers were not fully satisfied with the reward system implemented. Because, the existing Institutional Academic Rewarding Directive is only for SCI publications. It needs to be revised to include projects, patents and other activities for the recognition of professions .	Incremental actions needs to be taken in the initial implementation phase.

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because reserachers were not fully satisfied with the reserach environment. This could be related with the rewarding, recognition of professions and work load.	Incremental actions needs to be taken in the initial implementation phase

Status**24. Working conditions**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because reserachers were not fully satisfied with the working condtion. This could be because of the high number of students and related work loads including teaching, evaluation of exams, homeworks, laboratory reports etc. beside to research and administartive activities.	Incremental actions needs to be taken in the initial implementation phase

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap there was a gap because reserachers were not fully satisfied with the stability and permanence of employment. This could be because of the limited number of available academic position and hence high competition for the available ones.	Incremental actions needs to be taken in the initial implementation phase

Status**26. Funding and salaries**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Funding and salaries are determined via Law numbers 2547 and 2914 (https://www.mevzuat.gov.tr/mevzuatmetin/1.5.2914.pdf).	No more suggestions for improvement

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Gender balance is assured via Law number 2547.	No more suggestions for improvement

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap. Although the university has career development opportunities, but when and how to use it may not be well known.	Incremental actions needs to be taken in the initial implementation phase

Status**29. Value of mobility**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap. Although the university has a lot of mobility opportunities, but when and how to use it may not be well known.	Incremental actions needs to be taken in the initial implementation phase

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap. Although the university has career advise services, but when and how to use it may not be well known.	Incremental actions needs to be taken in the initial implementation phase

Status**31. Intellectual Property Rights**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Intellectual Property Rights are protected and defined by Law number 6769 (https://www.mevzuat.gov.tr/mevzuatmetin/1.5.6769.pdf). Moreover, university has a policy towards IPR (https://dokuzeylultto.com/upload-files/DEÜ%20Fikri%20Mülkiyet%20Hakları%20Usul%20ve%20Esasları_1.pdf)	No more suggestions for improvement

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because joint authorship is at the discretion of researchers, but the importance and indirect effects of co-authorship may not be well known among researchers.	Incremental actions needs to be taken in the initial implementation phase

Status**33. Teaching**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because researchers do not find infrastructure related to teaching as optimal because of accessibility or outdated equipment.	Incremental actions needs to be taken in the initial implementation phase

34. Complains/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because Positive and Negative Feedback Platforms (OGEB) exist just for this kind of purposes, but researchers either do not aware of this platform or do not find it attractive because of anonymity or lack of response.	Incremental actions needs to be taken in the initial implementation phase

Status**35. Participation in decision-making bodies**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap. This gap could be because of the large number of academic staff at the University and some of them, unfortunately, can not find a position in commissions which is one of the tools to participate decision making	Incremental actions needs to be taken in the initial implementation phase

Training and Development**36. Relation with supervisors**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because lack of professional training for the supervisors about leading, management and communication with researchers	Incremental actions needs to be taken in the initial implementation phase

Status**37. Supervision and managerial duties**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Supervision and managerial duties are determined by relevant directives (https://www.deu.edu.tr/yonergeler/)	Incremental actions needs to be taken in the initial implementation phase

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because lack of training offer and no clear information on how to access training opportunities.	Incremental actions needs to be taken in the initial implementation phase

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Based on the survey result, there was a gap because lack of training offer and no clear information on how to access training opportunities.	Incremental actions needs to be taken in the initial implementation phase

Status

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	According to the university's career counselling directive, researchers at graduate level can access to high quality supervision.	No more suggestions for improvement