

Action 1: University Guidelines for Interfaculty Project Collaboration (4/2018)			
GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
4. Professional attitude 7. Good practice in research	4rd quarter of 2018/ continuously	Vice-Rector for Research	4 new interfaculty projects
Current Status Remarks: University Guidelines for Interfaculty Research Collaboration adopted in the 4th quarter of 2018 introduced clear rules of collaboration that led to an increase of interfaculty project collaboration (mainly international). The task continues and will be monitored annually.			
Action 2: Intellectual Property Rights Directive			
GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
31. Intellectual Property Rights	4th quarter of 2020/ continuously	Vice-Rector for Development	Directive on IPRs adopted by the Governing Board
Current Status Remarks: UMB did not have any regulations on IPR therefore it is important the Directive on IPRs was prepared and adopted by the Governing Board of the university in 2020, presented to all faculty leaders and distributed to all researchers. However, with the introduction of the directive the process does not end - the university needs to monitor and evaluate all IPR cases, which means it will be a continuous task.			
Action 3: The Principles for Staff Recruitment			
GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) 19. Recognition of qualifications (Code)	2nd quarter of 2018/ update 2nd quarter of 2021	Rector, Head of HR	More transparent recruitment and selection processes

Current Status Remarks: The Principles for staff recruitment were adopted in 2018, but since then new changes at the national level were introduced (re-accreditation), and the document has now been under review and will be updated in 2021. The 2018 principles were translated also in English and will be updated, too.

Action 4: Dissemination and exploitation of research results

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
7. Good practice in research 8. Dissemination, exploitation of results 9. Public engagement	2020 continuously	Vice-Rector for Research	Number of items on social media, number of press releases, number of public events

Current Status Remarks: The dissemination online platform has not been realised because the decision was changed: instead of one platform, information about research results are being posted regularly on social media, on the university and faculties websites, in the university newsletter (Spravodajca) - printed and online, at bimonthly public events in the City Hall (University to the City, City to the University) and a new format of interfaculty live "lunch" research results presentations that started in 2020, but due to pandemic they were interrupted.

Action 5: Professional development for supervisors

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
37. Supervision and managerial duties 38. Continuing Professional Development 40. Supervision	2021 (2nd quarter)	Vice-Rectors for Edu/ Research	1 training per year/ 20-30 of supervisors present/ improvement of quality of supervision

Current Status Remarks: The first training for supervisors was planned in 2020 (with an international trainer), but due to pandemic it was cancelled. The new pilot training (2 sessions) is planned in spring 2021 (also part of a H2020 project) and then regularly each year. The plan is to have 20 to 30 supervisors a year.

Action 6: Advertising researcher vacancies on EURAXESS

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
12. Recruitment	Since 2019 continuously	HR departments	25% increase of applications
<p>Current Status Remarks: Advertising researcher vacancies in English on EURAXESS has not been successfully developed, only a few postdoctoral positions were advertised in English. The problem is first because of large number of vacancies that need to be advertised each year (due to a system with almost no tenures, just fixed-term contracts for each researcher), and second, limited language skills of HR departments staff. This is a long-term process when HR staff needs to be offered more training and professional development opportunities.</p>			
Action 7: Introduction of Gender Equality Plan			
GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
10. Non-discrimination 27. Gender balance	2nd quarter of 2021/ continuous monitoring	Vice-Rector for Research	GEP - Strategic document adopted by the Governing Board; improvement of gender balance; policies and practices related to gender equality
<p>Current Status Remarks: The Gender Equality Plan started to be prepared in 2019 (creation of Working Group; survey on gender statistics and focus group interviews in 2020). The first version of the GEP will be prepared in 2021 and should then be adopted by the Governing Board. Further and regular monitoring will be needed by a responsible body (created from the WG).</p>			
Action 8: Improving barrier-free workplace			
GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
10. Non discrimination	2020/ continuously	Vice-Rector for Development	25% increase in the number of barrier-free workplaces

Current Status Remarks: This is an ongoing task and gradually developed. Each faculty as well as university library now has a barrier-free entrance and barrier-free elevator. Each year the university aims to invest in this area in order to improve the workplace for disabled researchers and students.

Action 9: Preparing a new Code of Conduct for Research Integrity

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
2. Ethical principles 3. Professional responsibility 4. Professional attitude	2022 (2nd quarter)	Rector, Vice-Rector for Research	Decrease of cases of misconduct and plagiarism; improvement of ethical culture

Current Status Remarks: Following a new national Code of Conduct for Research Integrity, which will be adopted at national level in 2021, UMB (an initiator of this activity) will rewrite its ethical principles (UMB Code of Conducts - for Researchers and for Students), which means more detail and specification especially in how to examine and resolve cases of plagiarism and misconduct, but also how to strengthen overall ethical culture at the university.

Action 10: Introduction of Induction Courses for young researchers (including doctoral candidates)

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
36. Relation with supervisors 38. Continuing Professional Development 39. Access to research training and continuous development	2021/ continuously	Vice-Rector for Education	Annual induction course for young researchers (including doctoral candidates and postdocs)

Current Status Remarks: UMB will offer more training opportunities for young researchers. A regular annual induction course organised at a centralised (university) level will give new doctoral candidates, postdocs and research assistants a range of information on university services, academic writing and publishing, ethics, open access and career services.

Action 11: Preparation of Open Access Strategy

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
7. Good practice in research 8. Dissemination, exploitation of results 9. Public engagement	2023 (2nd quarter)	University Library, Vice-Rector for Research	Open Access Strategy (document), building university's repository

Current Status Remarks: One of the priorities of UMB in the next Long-Term Strategy will be to prepare an Open Access Strategy - this area is still not well developed in Slovakia. UMB thanks to its experts on open access wants to be one of the first universities to support open access as a good way of dissemination of research results and to motivate its researchers to use open ways of publishing, share their research results or better engage with the public.