

ACTION GAP Principles	TIMING (at least by year's quarter/semester)	RESPONSIBLE UNIT	INDICATORS/TARGET(S)	Current Status (new/ in progress/ completed/ extended)
Formation of the Committee for the Review of Publications (pilot) <i>2. Ethical principles</i> <i>4. Professional attitude</i> <i>6. Accountability</i> <i>7. Good practice in research</i>	Q2 2025	Rector, Vice-Rector for Research and Evaluation, Appointed Committee	Rector's Decree on the Appointment of the Committee; Formation of the Committee for the Review of Publications; Final Report of the Team	New
Creation of an HR mailbox for PBS employees to submit feedback and ideas <i>24. Working conditions</i> <i>34. Complaints/appeals</i> <i>35. Participation in decision-making bodies</i>	Q4 2025	HR Team, IT, IRO	Designing a feedback form on the HR website for all staff members. Email to employees introducing the HR mailbox	New
Central Employee Service Point 24. Working conditions	Q1 2026	Rector, Human Resources Centre	Creation of Central Employee Service Point	New
Ethics in Scientific Research – a section on the PBS website dedicated to issues related to ethics in science, including links to relevant websites <i>2. Ethical principles</i> <i>7. Good practice in research</i> <i>3. Professional responsibility</i> <i>6. Accountability</i>	Q1 2026	Science Centre, Vice-Rector for Research and Evaluation, HR Team	Developing a webpage that gathers information on ethical aspects of workplace conduct and scientific research	New
Guide for a New Employee 24. Working conditions	Q2 2026	Human Resources Center	Development of an Online Guide for new PBS Employees, to support newly hired staff in quickly becoming familiar with the university, to provide clear instructions on the initial steps and places the new employee must visit during their onboarding.	New

Welcome Guide for International Guests and Employees <i>24. Working conditions</i> <i>29. Value of mobility</i>	Q3 2026	IRO, Human Resources Center	An English Practical Guide for International Employees and Visitors	New
Central Database of Internal Legal Acts <i>24. Working conditions</i> <i>5. Contractual and legal obligations</i> <i>6. Accountability</i>	Q4 2026	Office of Legislation and Administrative Control, IT	Creation of a Central Database of Internal Legal Acts	New
List of equipment, available analyses, as well as regulations for the use of research infrastructure. <i>24. Working conditions</i> <i>23. Research environment</i>	Q4 2026	Vice-Rector for Research and Evaluation, Science Center/ Center for Knowledge and Technology Transfer	Preparation of the inventory of equipment and analyses available at PBS, as well as regulations for the use of research infrastructure.	New
Updating internal rules in line external regulations <i>23. Research environment</i> <i>26. Funding and salaries</i> <i>6. Accountability</i>	Q4 2027	Rector, Science Center/ Center for Knowledge and Technology Transfer	Updating internal rules	New
Pilot Mentoring Program at the Faculty of Animal Breeding and Biology <i>30. Access to career advice</i> <i>40. Supervision</i> <i>28. Career development</i>	Q4 2027	Dean of the Faculty of Animal Breeding and Biology, Appointed Mentors	Launching a pilot mentoring program for students of the Faculty of Animal Breeding and Biology with at least 3 participating mentors.	New
Improvement of Social Facilities for PBS Employees <i>24. Working conditions</i>	Q4 2027	Rector, Deans	In the long term, each faculty is expected to have social facilities.	New
Survey for Doctoral Students and Supervisors <i>22. Recognition of the profession</i> <i>4. Professional attitude</i> <i>24. Working conditions</i> <i>36. Relation with supervisors</i>	Q4 2027	Doctoral School	One annual PhD Student–Supervisor Relationship Survey. One annual Supervisor–PhD Student Relationship Survey. PhD student satisfaction survey. One doctoral graduate satisfaction survey. Annual report.	New

