

EURAXESS

GAP Analysis (Charter and Code Checklist)

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Case number

2023TR116672

Name Organisation under review

Ege University

Organisation's contact details

Ege Üniversitesi Kampüsü, EBİLTEM Binası Cami karşısı, 35100, Bornova, İzmir, 35100, Türkiye

Date endorsement charter and code

14/06/2023

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06/06/2024

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

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Freedom of expression is regulated in Article 26 of the Turkish Constitution, and freedom of research is regulated in Article 27. (https://www.anayasa.gov.tr/en/legislation/turkish-constitution/) Higher Education Institutions Scientific Research and Publication Ethics Directive adopts the freedom of research of universities as one of the fundamental values and principles (https://www.yok.gov.tr/Sayfalar/Kurumsal/mevzuat/bilimsel-arastirma-ve-etik-yonetmeligi.aspx). Ege University similarly states that the university strictly observes rights and freedoms and embraces academic freedom and autonomy within the scope of Ethical Principles Article 2. Research and Publication Ethics https://personel.db.ege.edu.tr/files/personel/db/icerik/EGE_UNIVERSITESI_ETIK_ILKELERI.pdf) Ege University also states that it sees freedom of research as one of the fundamental values within the scope of its 2024-2028 Strategic Plan(https://ege.edu.tr/files/ege.edu.tr/icerik/E.U.2024-2028StratejikPlani.pdf)</p>	<p>The preparations for the Ege University Research Coordination Office, which regulate: research practices in a broad sense, have been completed and it is expected to come into force in a very short time. The main responsibilities of the Research Coordination Office include (i) the determination and updating of the research and development policies and targets, and (ii) the regular monitoring and operation of research activities Proposal: It is suggested that Ege University Research Coordination Office emphasizes research freedom in a clearer manner on its website.</p>

Status

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>At Ege University, scientific research and publications are carried out according to ethical principles. https://ege.edu.tr/tr-11290/etik_kurullar.html. For this purpose, there are six scientific research and Publication Ethics Boards at Ege University. These are: 1) Scientific Research and Publication Ethics Committees (https://egebayek.ege.edu.tr/index.php) 2) Animal Experiments Local Ethics Committee https://euhadyek.ege.edu.tr/ 3) Cosmetic Clinical Research Ethics Committee https://eczacilik.ege.edu.tr/tr-3089/kozmetik_klinik_arastirmalar_etik_kurulu.html 4) Faculty of Medicine Clinical Research Ethics Committee https://aek-med.ege.edu.tr/index.php 5) Faculty of Medicine Bioavailability / Bioequivalence Research Ethics Committee https://aek-med.ege.edu.tr/index.php 6) Faculty of Medicine Medical Research Ethics Committee https://aek-med.ege.edu.tr/index.php All research activities on animals, tissues and cells are performed in line with national and institutional regulations. Each ethics boards have separate instructions. Researchers apply online to the relevant ethics boards and the results are sent to them both by e-mail and in writing forms. In Ege University, it is mandatory that all theses of graduate students pass the plagiarism check through Turnitin software before the defence exam. All undergraduate and graduate students take a mandatory ethics course as part of their curriculum.</p>	<p>Ege University Ethical Principles and Evaluation website is currently in Turkish. In action plan, it is suggested that all information and directives are translated into English and published on webpage.</p>

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- partially implemented	<p>Office of Institutional Development Planning and Monitoring aims to meet regional, national, and universal needs in the fields of research and education, contribute R&D accumulation for the benefit of society, foster individuals committed to core values centered around students, equipped with professional and cultural competence, open to change, and embracing scientific thinking as a way of life. https://pik.ege.edu.tr/tr-14516/misyon_vizyon.html Proofreading services can be utilized to ensure a more professional writing of the conducted studies. https://pik.ege.edu.tr/files/pik/icerik/Proofreading_Usul_Esaslar%20(6).pdf Additionally, to prevent plagiarism in the work, the university can benefit from the services of iThenticate, Intihal.net, and Turnitin. https://kutuphane.ege.edu.tr/eng-2022/plagiarism.html EBILTEM leveraging the strength derived from Ege University's infrastructure and specialist pool, the aim is to be operated as an interface institution in University-Industry relations, serving as a professional Project Generation Center and Consultancy Unit that offers R&D project support through the establishment of communications with national and international organizations. https://www.resmigazete.gov.tr/eskiler/2020/08/20200827-19.htm https://ebiltem.ege.edu.tr/files/ebiltem/icerik/TTO_calisma_ilkeleri_26082013.pdf</p>	

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- partially implemented	<p>Researchers are informed about the budget, targets, and approval processes related to their research. This information is provided through the university's email system and EBYS(Electronic Knowledge Coordination System). Evaluations are conducted annually based on research university criteria. Targets are set for units each year, and actions to be taken in line with these targets are determined. Budgets for research are prepared annually. The Technology Transfer Office provides guidance for national and international, EU project, and patent applications. https://ebiltem.ege.edu.tr/tr-2050/m2-proje_bilgilendirme_ve_destek_hizmetleri.html</p>	

Status

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Ege University is a public university, therefore all contractual and legal obligations are determined within the framework of laws set by the state. Contractual and legal obligations are determined in accordance with Law No. 2547. (https://www.mevzuat.gov.tr/mevzuatmetin/1.5.4735.pdf)	

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Since Ege University is a public research institution, the responsibilities of researchers at Ege University are determined by Law No. 2547. (https://www.mevzuat.gov.tr/mevzuatmetin/1.5.2547.pdf). In addition, monitoring personnel and institutional accountability is largely governed by the Public Financial Management and Control Law (No.5018)(https://www.mevzuat.gov.tr/mevzuatmetin/1.5.5018.pdf) . It is defined by legal authorities such as. Court of Accounts reports, which emerge as a result of periodic audits, also support accountability. Court of Accounts Law (No. 6085) (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.6085.pdf). The following legal and financial regulations also apply to projects and research activities financed by different institutions and organizations: Regulation on the Expenditure and Accounting of Grant Amounts Transferred to Public Administrations from the Resources of the European Union and International Organizations (https://www.resmigazete.gov.tr/eskiler/2007/11/20071127-2.htm) Procedures and Principles Regarding the Expenditure of the Amounts to be Transferred from TÜBİTAK Resources to Public Administrations within the Scope of the General Budget and Special Budget Administrations and the Expenditure of Externally Supported Projects Conducted by TÜBİTAK (https://www.tubitak.gov.tr/tubitak_content_files/mevzuat/ESASLAR_X_1Y_ESASLAR_I_3.pdf) . EgeUniversity Ege University Scientific Research Projects Application Directive (https://bap.ege.edu.tr/files/bap/icerik/eubap_yonerge_ocak2024.pdf)	

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Due to the survey some gaps have been determined . However, the evaluations for the Ege University Research Directorate, which regulates research practices in a broad sense, have been completed and it is expected to come into force in a very short time. The main responsibilities of the Research Directorate include (i) the determination and updating of the research and development policies and targets, and (ii) the regular monitoring and operation of research activities.	Ege University's guidance document needs improvements to align with HRS4R principles. Also, "Good Practice in Research" document covering project and research application processes, project management, financial and legal issues, ethics, complaints/appeals procedures etc. can be prepared. Likewise, by organizing various workshops, research practices can be improved.

Status

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>Ege University executes all R&D activities and industrial relations over the Science and Technology Application and Research Center (EBİLTEM) which was previously served as EBILTEM-TTO for 10 years. EBİLTEM-TTO has been operating as a "single stop centre" with its university-industry interface institution identity in areas which might be essential for the sector and academicians such as innovation, R&D, international technology transfer, intellectual and industrial property rights, technology licensing, national and international funds (https://ebiltem.ege.edu.tr/eng-7913/.html). The main scope of EBILTEM is to establish a bridge between the University and industry so that research outputs can be transformed into a potential product. After this stage, a route map is created for the patent application. Intellectual Property Rights and Licensing Unit within the scope of Intellectual Property Law No. 6769 (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.6769.pdf) conducts decision process regarding invention disclosure application and registration processes and commercialization processes. Intellectual Property Rights and Contracts Unit conducts such studies for academicians and students. TTO assists them while protecting their IP assests, managing IP portfolios and bringing the IP to the Marketplace.</p>	<p>A Research Coordination Office needs to be established in order to direct qualified researchers to appropriate projects and to manage project processes effectively.</p>

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>Ege University has many social media accounts (https://ege.edu.tr/tr-11373/sosyal_medya.html) to ensure that its research activities are announced to the public. Ege University organized the European Researcher Night event, organized within the scope of the Marie Skłodowska Curie (MSCA) action under the European Union Horizon 2020 Framework Programme. The event in question aims to popularize science and raise awareness by bringing together researchers and creating an understanding of the effects of scientific studies on daily life. At the same time, this organization encourages young people to develop careers in science. Ege University Social Responsibility Projects Coordinatorship, as an institution sensitive to the expectations and needs of the society in which it lives, tries to strengthen its social and civic responsibilities by enabling Ege University employees and students to work together in solving social problems. It is aimed to expand social responsibility efforts to include the students of our university, who will be the professionals of the future, to ensure that students who are open to education and learning learn through experience while struggling with social problems, and to achieve social benefit with the individual efforts of our university's academic and administrative staff. In the Ege University social responsibility project, which has been carried out since 2016, aims to provide individuals over the age of 60 with the opportunity to learn and teach together. The project, carried out under the leadership of the Department of Geriatrics at the Faculty of Medicine, is open to everyone over the age of 60 and is carried out by volunteer faculty members working in different academic units of our University, with theoretical and practical lessons 3 days a week. A new and active life period is offered to our elderly adults through training. With this project, the active aging process of the elderly members of the society is targeted by strengthening intergenerational communication.</p>	

Status

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Although there is no specific guideline in the Higher Education Law regarding gender-balance in the committees, the Higher Education Law, No.2547, serves as the main framework for non-discrimination. In addition, Ege University aims to consistently ensure gender equality in its different units. For this purpose, a self-evaluation has been made for the Gender Equality Plan (GEP), and the 2022-2025. It has been prepared following the recommendations of the EU in order to achieve the determined targets. Also, GEP follows the directive and strategy regarding gender equality at Ege University, defined and approved by the Ege University Senate's decision dated 07.01.2022 and numbered 1/5. https://pik.ege.edu.tr/eng-14379/ege_university_gender_equality_plan.html	In action plan, motions and suggestions are planning to carry the gender balance at selection committees of the University may be possible revisions can be planned for Ege University Appointment and Promotion Criteria

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	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. EGE is bound to follow The Law on Higher Education, the Regulation on Appointment and Promotion to Faculty Positions, National Academic Appraisal Regulation and EGE's Appointment and Promotion Criteria (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=24672&MevzuatTur=7&MevzuatTertip=5 , https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf).	EGE can introduce new incentives and tools to recognize its researchers' contribution to mentoring, teaching, administrative duties, public awareness activities and mobility as valuable element of their career progression.

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 imp...	According to the survey results, there is a gap in the recruitment process. The appointment and promotion process of academic staff at Ege University, like in all state universities, is conducted in accordance with laws and regulations (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf) (Articles 23, 24, 25, 26 regarding the appointment of permanent personnel). The recruitment and promotion process of faculty members (R2, R3, and R4 researchers) *is carried out according to the "Ege University Criteria for Appointment and Promotion to Academic Staff" (https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf). The appointment procedures for research assistants and lecturers (R1 and R2 researchers) at the university are conducted in accordance with the Council of Higher Education's "Regulation on the Procedures and Principles to be Applied in the Central Examinations and Entrance Examinations for Appointments to Academic Staff Positions Outside of Teaching Staff" (YOK). The recruitment processes for foreign candidates are conducted according to different regulations. https://ege.edu.tr/eng-11422/SabbaticalAcademicPosition.html# The creation of English announcements for international and external recruitments and the use of widespread networks are areas that will require progress.	Due to the strict regulation of the recruitment process by laws, improvements can only be made through regulatory bodies. However, progressive steps can be taken in practice. Announcements regarding short/long-term research and teaching activities for international researchers, sabbatical programs, graduate, and postdoctoral positions should also be kept up to date on the website of Ege University with a connection to the EURAXESS portal.

Status

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Ege University implements an open, efficient, and transparent recruitment procedure in accordance with legal regulations (Law No. 2547 and Ege University appointment and promotion policies), as well as the academic staff employment and evaluation directive. In this system, which is based on centralized assessments, everyone has an equal chance of being recruited. The application and evaluation process is conducted online through the APAS (Academic Personnel Appointment System), which became operational in 2024. https://unisis.ege.edu.tr/uniapas/registration This allows all parties to access information and data flow related to the process more quickly and transparently. However, while job announcements do not cover all criteria in the HRS4R's recruitment principles, the scope and content of announcements are limited by regulations. The evaluated survey results showed that the selection committees did not sufficiently consider gender balance among the candidates. Another important result was that the selection committees did not include members from different sectors and/or international persons. Ege University's academic selection committees are bound by the Higher Education Law No. 2547. (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf) Ege University's academic selection committees are established within the framework of existing laws (https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf). With the implementation of APAS (Academic Personnel Appointment System) in 2024, all parties can track progress related to the process quickly and effectively. Additionally, through the public relations unit, evaluation reports can be provided to the parties upon written request from the candidates." (https://unisis.ege.edu.tr/uniapas/)</p>	<p>Job announcements can be prepared on institutional and general academic announcement webpages based on broad and clear requirements. Within the limits of national legislation, all academic researcher announcements, both national and international, can be made accessible and visible on the Ege University Personnel Directorate webpage. To increase international visibility and the internationalization of the faculty, the EURAXESS account can be made more operational.</p>

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>The evaluated survey results showed that the selection committees did not sufficiently consider gender balance among the candidates. Another important result was that the selection committees did not include members from different sectors and/or international persons. Ege University's academic selection committees are bound by the Higher Education Law No. 2547. (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf) Ege University's academic selection committees are established within the framework of existing laws (https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf). With the implementation of APAS (Academic Personnel Appointment System) in 2024, all parties can track progress related to the process quickly and effectively. Additionally, through the public relations unit, evaluation reports can be provided to the parties upon written request from the candidates." (https://unisis.ege.edu.tr/uniapas/)</p>	<p>In the preliminary evaluation stage of the candidates, all information and documents submitted by the candidates within the framework of Ege University Academic Selection and Promotion Criteria are subjected to preliminary evaluation by a commission consisting of the relevant department head/unit manager and faculty deans, etc. There is no article for the evaluation of gender in this evaluation. Ege University has been working on gender equality. In line with these studies and within the framework of the law, it may be considered to include additional articles in the selection and promotion criteria. (https://hrs4r.ege.edu.tr/files/hrs4r/icerik/GenderEqualityPlan_EGE.pdf)</p>

Status

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>The evaluated survey results showed that applicants were not sufficiently informed about the strengths and weaknesses of their applications. Selection process Recruitment and selection procedures for academic positions (R2, R3, R4) are regulated by national legislation. On appointment and promotion to academic positions (https://www.mevzuat.gov.tr/mevzuat?LegislationNo=24672&LegislationType=7&LegislationType=5). There is also another directive for R1 researchers (https://www.mevzuat.gov.tr/MevzuatMetin/yonetmelik/7.5.28947.pdf) Thanks to the apas system of our university, application evaluation reports can be sent to the candidates if they make a written request from the public relations unit. (https://unisis.ege.edu.tr/uniapas/)</p>	<p>In line with laws and regulations, researchers are provided with the number of open positions, recruitment procedures and selection criteria during the application process. R1 researchers are provided with evaluation results. At Ege University, feedback on written exams is provided upon request. Evaluation reports are also available. The suggestion here is that candidates' rights regarding feedback and the procedure for obtaining information should be presented to them in detail at the time of application.</p>

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>The appointment and promotion processes for academic researchers at the R2-R4 level at Ege University are conducted in accordance with the laws and regulations specified in Ege University Faculty Member Promotion and Appointment Criteria Directive. In this regard, the university uses a clear, efficient, and transparent recruitment procedure. Applications made by candidates at R2-R4 level are evaluated by the pre-evaluation commission established within the scope of the the relevant directive. The rules for forming the pre-evaluation commission are clearly defined through the directive. The criteria for evaluating the applications are taken into consideration by the commission members by looking at the relevant internet addresses as specified in the directive. Type of Activities and Scoring Charts Specific to Scientific Fields included in Ege University Faculty Member Promotion and Appointment Criteria are used in the evaluation of the candidates (https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf). After the examination of the applications, the appointment procedures required by the Higher Education Law No. 2547 are initiated for the candidates who have a positive opinion according to the pre-evaluation report prepared by the commission For positions at R1 level, candidates are evaluated by Grade Point Average score, Academic Personnel and Graduate Education Entrance Exam score, English proficiency exam score and written/oral interview. The outlines of this program are defined by a national legislation. (https://www.resmigazete.gov.tr/eskiler/2018/11/20181109-3.htm). Ege University has clear guidelines and a well-defined points-based system implemented in the the merit-based evaluation process. However, the external members of the pre-evaluation commission do not receive formal training, other than the official e-mail instructions sent to them with their appointment.</p>	<p>For R1 level candidates, the recruitment and selection process is centralized in accordance with a national directive, which does not permit institution to include other aspects. Improvements to the recruitment process for R1 candidates can therefore only be made through regulatory bodies However, for candidates at the R2-R4 level, an online management training programme including recruitment process regulations and principles ca be organized to improve the knowledge and abilities of the members of the pre-evaluation commission on "judging merit ". Each member of the pre-evaluation commission can subsequently be asked to complete this training once appointed. Evaluators can access online specific information and training modules by the integration of a special guide and training module on APAS system (Academic Personnel Appointment System).</p>

Status

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>During the job application process, universities request from candidates their CVs created via YÖKSİS. For this reason, candidates submit their CVs automatically generated via the system in accordance with the information entered into the Higher Education Information System in the job application. (https://www.yok.gov.tr/Documents/Kurumsal/egitim_ogretim_dairesi/Uygulama-merkezi-kurulmasi/ornek_ozgecmis.pdf). In these CVs, candidates' academic studies are categorized according to the options offered by the system. However, while the system allows for the reflection of candidates' achievements and qualifications for the job, for some fields it can create ambivalence in the categorization of some studies. Meetings are held within the APAS Commission established within the university to develop the system based on recommendations received from various departments. By Law number 2547, career breaks or variations in the chronological order of CVs are not considered. However, some of the members of the pre-evaluation commission may emphasize a chronological perspective while evaluating candidates' CVs, which can sometimes lead to unfair consequences for candidates who have had to experience career interruptions. There are no specific guidelines that addresses this topic.</p>	<p>While creating a CV in the Higher Education Information System, a suggestion can be made to the relevant authorities to make the system more flexible in a way that career breaks can be justified or that allows the studies that cannot be involved in the categories to be included in the CV. Due to the limitation of the "number" and the "category" of document entries, updating the system in this issue may allow the candidate to prove his/her achievements, knowledge and skill level more accurately. Working on these headings, subheadings regarding justifications for career interruptions can be included under the 'other' category. Furthermore, it is a necessity for a fair approach that the guidelines or trainings prepared for the members of the pre-evaluation commission for "judging merit", should emphasise the need for an impartial approach to career breaks.</p>

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Ege University mobility experience is closely related to the emphasis on internationalization. Because, in the criteria for promotion and appointment as a faculty member, Prof. At least six months, not less than two weeks each, for Assoc. For at least four months of not less than two weeks each, Dr. Lecturer For the first appointment to the member position, the requirement is to participate in education and research studies or artistic activities abroad for at least two months, each of which is not less than two weeks, otherwise, to obtain 50% more than the minimum score required in the application. https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf</p>	<p>Sectoral activities/inter-sectoral mobility should be included in this positive picture and should be included in the evaluation criteria to be encouraging. In addition, the scope of programs that offer faculty member exchange opportunities, such as Erasmus and Orhun, should be reviewed and updated to ensure compliance with faculty appointment and promotion criteria.</p>

Status

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>At Ege University, qualifications are determined in line with national legislation (Law No. 2547) and Ege University appointment and promotion criteria directive. The criteria are categorized specifically for sciences such as Health Sciences, Natural Sciences, Social Sciences, Sports Sciences, Theology, Law and Fine Arts. https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf</p>	<p>Although the criteria are categorized according to various sciences/fields, as mentioned, an update may be needed. The framework can be determined by informal qualifications, criteria, and unit-specific competencies.</p>

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>During the recruitment process at Ege University, the qualifications sought in candidates applying for R2, R3 and R4 positions are determined by the legislation regarding appointments and promotions to faculty positions announced in the official gazette. (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=24672&MevzuatTur=7&MevzuatTertip=5) In addition, the selection process of candidates applying for these positions is carried out according to the criteria announced on the YÖK web page. (https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf) However, (R3) simply appointing candidates to positions is not enough. At the same time, they need to protect their staff. The appointed personnel must submit a new score equal to half of the score requested in the first appointment to the relevant unit every 3 years. In addition, before applying for associate professor positions, the title of associate professor must be obtained from ÜAK and the conditions in the relevant regulation must be met. (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=24519&MevzuatTur=7&MevzuatTertip=5) YÖK determines the criteria for recruiting R1 researchers. It is mandatory to carry out the process in accordance with the Regulation On The Procedures And Principles Regarding The Central Exam And Entrance Exams To Be Applied In Appointments To Teaching Staff Staff Other Than Faculty Members. (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=28947&MevzuatTur=7&MevzuatTertip=5)</p>	<p>Ege University Appointment and Promotion Criteria may be revised to ensure recognition of lifelong professional development in accordance with national legislation. Proposal: Information management should be at the forefront. For this questions that can provide more detailed information on strategy and leadership, organizational culture, information technology (IT), and performance measurement should be added to the survey questions. Additionally, as the years of seniority increase, performance evaluation can be made by obtaining information on the balance of practice and theory in courses and other educational activities.</p>

Status

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	Recognition of the postdoctoral researcher position at Ege University is carried out in accordance with the Higher Education Law. (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf) To assist the projects of this nature carried out by faculty members or those who are involved in R&D, innovation or design projects within the scope of the Law on Supporting Research, Development and Design Activities dated 28/2/2008 and numbered 5746 in the application and research centers and research institutes of state higher education institutions. A postdoctoral researcher can be employed on a contractual basis, with expenses covered from the special budget, for a maximum of three years, provided that it remains within seven years following the training for specialization or proficiency in arts. (Supplement 34- (Ek: 18/6/2017-7033/18 md.)	Ege University offers non-permanent postdoctoral researcher positions through national and international project supports with the Scientific and Technological Research Council of Turkey (TÜBİTAK). Proposal: Postdoctoral calls can be developed with Ege University's student exchange programs, TÜBİTAK supports and EURAXESS joint efforts. These projects can be announced on the Ege University website and EURAXESS platform. The Personnel Affairs Directorate may assign personnel for administrative day-to-day resolution of postdoctoral appointments.

Working Conditions and Social Security

22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	Ege University, as being a public university, is affiliated with the Council of Higher Education and subject to the Higher Education Law No. 2547. https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf	Trainings, seminars and workshops can be organized to change the current perception of R1, R2, R3 and R4 level researchers. Especially Qualifications for higher education mean what a person achieving any higher education degree is supposed to know, do and be competent about. In particular, training could be organized on the qualifications of higher education researchers, what a person who has achieved any higher education degree should know, do and be competent in. Regular trainings can be provided by Ege University Continuing Education Center and Unit Administrations. https://egesem.ege.edu.tr

Status

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Ege University has a very comprehensive research infrastructure. It hosts many Application Research Centers such as TEKAUM, EBILTEM, Ege- MATAL, ARGEFAR and hundreds of research laboratories Since Ege University is a public university, its main funding sources are realized through national or international funding organizations. In addition, Ege University creates the project budget by transferring a certain percentage of its revolving fund revenues to the Scientific Research Projects Coordinatorship. www.bap.ege.edu.tr</p> <p>Ege University is among the Research Universities announced by the Council of Higher Education. The research performance of the universities in this classification is evaluated annually and in line with the success ranking, additional funding support for Research Universities is provided annually. However, the aforementioned research budgets are insufficient for the current researchers and there is a need to turn to external budget resources. At this point, financial support for research infrastructure and equipment is sought from TUBITAK, government and EU projects.</p>	<p>In order to encourage national and international collaborations of research centers, the promotion and service opportunities of the centers can be increased. https://ebiltem.ege.edu.tr https://tekaum.ege.edu.tr https://egematal.ege.edu.tr https://argefar.ege.edu.tr The University also has highly equipped research and analysis laboratories with numerous national and international collaborations. https://ege.edu.tr/tr-55/uygulama_ve_arastirma_merkezleri.html https://egemikal.ege.edu.tr https://egepal.ege.edu.tr In order to improve the working conditions of researchers, project incentives, trainings and collaborations can be organized to remove budgetary problems. Research groups can be renewed and encouraged. https://ebiltem.ege.edu.tr/files/ebiltem/icerik/form/Modul2/Arastirma_Gruplari_2024.pdf https://ebiltem.ege.edu.tr/files/ebiltem/icerik/form/Modul2/Arastirma_Gruplari_2024.pdf Ege University Scientific Research Projects Coordinatorship can work towards the acceptance of more projects. https://bap.ege.edu.tr</p> <p>Ege University provides a comprehensive e-infrastructure service to all employees, including access to Wi-Fi, international databases, many online print publications and other tools. Every employee at Ege University has a personal e-mail account and can use it to access all the facilities of the library from inside and outside the campus. https://kimlik.ege.edu.tr/identity/Account/Login?ReturnUrl=%2F Research groups affiliated to Ege University Science Technology Application and Research Center can be expanded. It may be preferable to increase diversification by selecting faculty members from a large number of departments and therefore from different fields of expertise in the determination of the commission members who will serve in the commissions affiliated to the Rectorate. https://ebiltem.ege.edu.tr/files/ebiltem/icerik/form/Modul2/Arastirma_Gruplari_2024.pdf Effective use of the "Deep Technology Factory" within Ege University Technopark can be ensured. https://egeteknopark.com.tr/ege-teknoparkin-derin-teknoloji For the purpose of Academic Incentives, the Ege University may increase funding to researchers to encourage them to conduct research based on the quality of their publications.</p>

Status

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>According to the survey results, researchers think that Ege University does not fully support flexible working conditions and that they are partially implemented. Ege University is subject to state rules regarding researchers' working conditions (all modes including distance, flexible, etc.) and collective bargaining rights. Official Gazette Date: 03.03.2004 Official Gazette No: 25391. https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=5451&MevzuatTur=7&MevzuatTertip=5 Employees at Ege University can take unpaid leave if needed. Female employees can take compassionate leave such as maternity leave and milk leave after giving birth. General Communiqué on Public Personnel (Serial No: 6) https://www.mevzuat.gov.tr/anasayfa/MevzuatFihristDetayIframe?MevzuatTur=9&MevzuatNo=21500&MevzuatTertip=5#:~:text=B)%20S%C3%BCt%20%C4%B0zni,this%C3%A7uk%20hour%20s%C3%BCt%20permit%20is%20given. Ege University Barrier-Free Ege Coordinatorship has been established and within the scope of the studies carried out within this scope, in addition to the studies carried out for disabled students, academic and administrative staff are also served, and activities are carried out to raise awareness in this field. In this context, disabled employees are also supported. https://engelsizege.ege.edu.tr/</p>	<p>Plans can be made for the renovation of old buildings on the campus. Researchers can be encouraged to produce science with flexible working hours. More green areas and accessibility can be developed on campus. The transition of crowded departments to larger buildings can be accelerated. Annual meetings on working conditions can be organized between the university administration and authorized labor unions. In general, working conditions meet the needs of the employees. There is a kindergarten on campus for the children between 36-72 months of university administrative and academic staff. https://skfdb.ege.edu.tr/t/4613/anaokulu.html Especially in departments with few research assistants, it may be possible to increase the support of research assistants and / or improve the conditions for part-time student employment to support academic staff.</p>

Status

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The Ege University fully supports the stability and sustainability of employment, especially at the R1-R2 level, according to researchers. In particular, it provides employment opportunities for 20 successful inter-researchers with R2 status. Researchers under R3 and R4 are selected on the basis of the Appointment and Promotion Criteria and knowledge, skills and experience. At the same time, the University's entry into the status of Research University allows for the allocation of additional research staff. The Ege University provides researchers at all levels with stability and sustainability of employment as long as they meet the requirements and steps set by national and institutional laws.</p> <p>https://www.yok.gov.tr/Documents/Academic/Administrative_criteria/ege-kriter-10102023.pdf</p>	<p>Although it has a busy research staff, it still needs researchers in R1 and R2 status. The employment of young researchers continuing their duties is needed through project grants and grants.</p>

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Ege University is a public university, the salaries of the staff are paid by the state and partly from the budget of the Directorate of Revolving Fund Management of Ege University and the university basically has no influence on the income of the researchers. The addition of incentive payments from projects to salary is determined by national legislation. Graduate students, postdoctoral researchers and project staff are paid through various national and international funding agencies. Depending on the source of the grants, social security benefits for young researchers may be insufficient. Staff are obliged to comply with the following national rules and regulations regarding their salaries: Law No. 2547 on Higher Education (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf) Civil Servants' Act, No: 657 (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=657&MevzuatTur=1&MevzuatTertip=5) Higher Education Personnel Law, No: 2914 (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2914.pdf)</p>	<p>Innovative projects can be carried out for researchers at all levels to receive support from the project. Workshops can be organized to raise awareness of national and international funding opportunities and to encourage industry-university collaborations. In this regard, university-owned centers can be established in areas close to industrial zones. Cooperation can be increased for graduate students to be employed or work part-time in terms of industry-university.</p>

Status

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The survey results show that this principle is almost implemented at Ege University. Ege University aims to realize gender equality consistently in different units of the university. In addition to having the Women's Issues Research and Application Center, Ege Women's Studies Society, and Ege University Gender Equality Support and Sexual Harassment Prevention units, these units are active in national and international studies, which are important steps towards achieving gender equality. In order to reach wider audiences and ensure gender equality, Ege University continues its efforts in various fields such as science, technology, education, law, sociology, sociology, economy, culture, and women's health. An internal audit was conducted for the Gender Equality Plan and the 2022-2025 Ege University Gender Equality Plan was prepared to achieve the set targets.</p> <p>https://pik.ege.edu.tr/files/pik/icerik/GenderEqualityPlan_EGE_08012021_OAC%20_Senato%20karari%20ekli(1)%20(1).pdf Furthermore, no gender balance is imposed or recommended in the current higher education rules and regulations (The Law on Higher Education, No: 2547; (https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf) The current national legislation does not allow gender balance to be taken into account in the selection of committees responsible for the selection, evaluation and promotion of researchers. Although Ege University pays attention to gender balance in practice, it adheres to the existing national legislation. In the recruitment process, the merit and qualifications of researchers are prioritized, regardless of gender</p>	<p>Units such as the Women's Issues Research and Application Center, Ege Women's Studies Society, and Ege University Gender Equality Support and Sexual Harassment Prevention can organize more events and raise the awareness of all researchers.</p>

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>In 2022, Ege University became the first and only university in Turkey to receive the "University Most Effectively Supporting Students' Career Development" award. The Career Planning and Success Coordinatorship was established with the approval of the Rectorate dated 14.11.2019 and numbered 357030 in order to guide Ege University undergraduate and graduate students (potential researchers) in career planning and employment, to monitor their career development and to organize the activities to be carried out in this regard. The Coordinatorship provides the professional support that all students of our University need in their journey of getting to know themselves and their professions. It also aims to contribute to the career development of students by regularly organizing seminars with former graduates or successful colleagues working in their fields. https://kariyer.ege.edu.tr/ https://kariyer.ege.edu.tr/tr-18575/2024_yili_etkinlikleri_(afis&video)-category_link_page.html In addition, Ege University Dean of Students Office is an administrative unit whose mission is to support the personal, cultural and social development of its students, to find solutions to their current problems and to create an environment where students can have a productive, active and quality university life. The main purpose of the Dean of Students' Office is to ensure that all students studying at Ege University grow up as successful and visionary individuals and are proud to graduate from Ege University. https://odek.ege.edu.tr/tr-13447/vizyon-misyon.html</p>	<p>As the University that organizes Europe's largest "Career Fair", unions, working groups and events can be planned for development at R2 and R3 levels. Ege University Continuing Education Center and other units can provide more regular training and guidance for career development. https://egesem.ege.edu.tr The multidisciplinary structure of the career field will attract the attention of academicians from different disciplines. Plans can be made in this direction. Social networks to be created by researchers can be planned. Scientific collaborations can be encouraged. Projects can be encouraged with multiple participation. Within the scope of Ege University Career Planning and Success Coordinatorship, career events can be organized abroad, especially for graduate students, the number of these events can be increased, and their planning can be made.</p>

Status

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>On the survey results, it was found that there is not enough awareness of mobility in career development strategies. However, Ege University supports mobility based on many institutional, national and international regulations as can be seen below: Mevlana, Farabi, Erasmus and Orhun exchange programs are available at Ege University. https://www.resmigazete.gov.tr/eskiler/2011/08/20110823-15.htm https://international.ege.edu.tr/files/international/icerik/OrhunProgramiYonetmelik%20(8).pdf There is a Regulation on Student and Faculty Member Exchange Program between Higher Education Institutions. https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=12883&MevzuatTur=7&MevzuatTertip=5 Ege University acts in accordance with the Regulation on the Principles to be Followed in Domestic and Foreign Assignments (Official Gazette Date: 07.11.1983 Official Gazette Number: 18214) https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=10155&MevzuatTur=7&MevzuatTertip=5 At Ege University, all these international exchange activities are carried out by the International Relations Coordinatorship established within the University. Ege University is one of the leading universities in Turkey in terms of student and faculty mobility within the framework of the Erasmus Program. https://international.ege.edu.tr/tr-6735/erasmus_hakkimizda.html Both academic and administrative staff of the University can participate in international exchange programs such as Erasmus+ for employees. Within the scope of the cooperation signed between Ege University Faculty of Agriculture and Azerbaijan State Agricultural University (ADAU), "Double Diploma Program" is carried out in 5 different departments. https://agr.ege.edu.tr/tr-17263/adau_%C3%87ift_diploma_programi.html In addition, cooperation protocols have been signed between Ege University and different higher education institutions in Uzbekistan in the fields of education and research and development. The dual diploma agreements between Ege University Faculty of Science Biology undergraduate program and Andijan State University of Uzbekistan and between Ege University Faculty of Agriculture Department of Horticulture undergraduate program and Uzbekistan State Agricultural University have been approved by Higher Educational Council of Türkiye. "International Dual Diploma Education and Training Program in Food Engineering between Ege University and Azerbaijan State University of Economics" between the Faculty of Engineering of our University and Azerbaijan State University of Economics, "Master's Program in Horticulture between Ege University and Cartagena Technical University of Spain" between the Institute of Natural and Applied Sciences of our University and Cartagena Technical University of Spain, "International Joint Master's Degree Program with Thesis in Plant Breeding between Ege University and Institut Polytechnique Unilasalle, Sveriges Lantbruksuniversitet, Universitat Plitecnica De Valencia and University of Helsinki" is another program carried out in cooperation between the Institute of Natural Sciences of our University and the Universities of France, Sweden, Spain and Finland.</p>	<p>Ege University offers many opportunities for the mobility of researchers. All researchers can be informed about these opportunities through regular seminars and workshops. Steps can be taken to increase the number of bilateral agreements by contacting scientists actively working at universities abroad, who are connected through scientific events. Bilateral agreements can be increased with the universities to which our students who are involved in graduate programs abroad are affiliated. Increased mobility can be achieved by increasing the Erasmus grant that the National Agency will give to Ege University.</p>

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The survey showed that access to career counseling and job placement support is almost fully available to researchers at Ege University. Ege University Career Planning and Success Coordinatorship offers an online career counseling service that can be accessed at any time. https://kariyer.ege.edu.tr/tr-11878/online_kariyer_danismanligi.html</p>	<p>Ege University Career Planning and Success Coordinatorship can be expanded to include researchers at all levels. A mentoring program can be established. Surveys and workshops can be organized to determine the needs of researchers regarding career counseling and training. Individualized career plans for academic staff can be developed and monitored. Project incentives can be increased.</p>

Status

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	EBİLTEM-TTO Intellectual Property Rights and Licensing Unit within Ege University carries out the activities of identifying the inventions and innovative works of researchers and students, conducting the necessary research, making patent / utility model applications and commercialization. It also carries out training and awareness raising activities on these issues. The rights and obligations of all parties regarding the intellectual property ownership, protection and commercialization of inventions and/or works created by Ege University employees during their duties and activities at the University, and the sharing of economic benefits that may arise from the commercialization of intellectual products are carried out according to the "Ege University Intellectual Property Procedures and Principles" approved by the decision of the Ege University Senate dated 04.02.2014 and entered into force. It also carries out the activities of identifying the inventions and innovative works of industrialists and entrepreneurs and conducting preliminary patent research. In addition, it carries out training and awareness raising activities on these issues. Ege University Commercialization and Licensing Commission meets periodically to evaluate the potential economic benefits of the patents applied for. It also provides support for the payment of application fees for patent applications that are decided to be supported. https://kurulisleri.ege.edu.tr/tr-3731/ege_universitesi_ticarilestime_ve_lisanslama_komisyonlari.html Information is provided through patent trainings organized by Ebiltem-TTO, in which researchers at all levels can participate	

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	The survey results showed that co-authorship is partly negatively evaluated by Ege University when assessing staff performance. Ege University determines the criteria for co-authorship through its Code of Ethics and YÖK directive (https://personel.db.ege.edu.tr/files/personel/db/icerik/EGE_UNIVERSITESI_ETIK_ILKELERI.pdf) (https://www.yok.gov.tr/Documents/Mevzuat/yuksekgretim_kurumlari_bilimsel_arastirma_ve_yayin_etigi_yonergesi.pdf) Graduate students at the University can be involved as patent inventors like other researchers. Co-authorship is recognized by national legislation and Ege University's Appointment and Promotion Criteria and is considered weak because the number of authors decreases the number of points that can be obtained from a publication.	The quality of the output produced from studies involving different authors increases. By raising this awareness among researchers it can be supported to carry out studies involving different units and a large number of researchers in projects. The fact that quality studies receive more citations and that this is more possible with co-authorship may encourage researchers to encourage researchers. For co-authorship, it can be ensured that the situation in the academic studies of our University is constantly evaluated and regular feedback meetings can be held. In order to increase the number of articles and reviews with university-business collaboration, which is also included in the research university criteria, the inclusion of joint studies with small businesses and people in financial centers can make a significant contribution to this field

Status

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Ege University is obliged to comply with the National Academic Evaluation Regulation and Ege University's OTMR Criteria in line with the Higher Education Law. In this way, it employs academic staff and researchers with relevant specializations.</p> <p>https://www.yok.gov.tr/Documents/Akademik/AtanmaKriterleri/ege-kriter-10102023.pdf Ege University has been awarded "Full Accreditation" for 5 years in the Institutional Accreditation Program (KAP) implemented by the Higher Education Quality Board (YÖKAK). 75% of the Education Programs operating within the University consist of Accredited Programs that have received Education Accreditation. Ege University has an online course platform defined as "Egeders information system", which allows all course materials to be uploaded to the system and distance courses to be conducted.</p> <p>https://egeders.ege.edu.tr/ The Academic Staff Orientation Program is given for all new researcher by Ege University Office of Human Resources .</p> <p>https://insankaynaklari.ege.edu.tr/eng-7601/academic_staff_orientation_program.html</p>	<p>The Ege University may increase the number of faculty members to reduce its teaching responsibilities. An orientation program can be developed for all newly enrolled staff. It can identify and improve students' shortcomings in the teaching process</p>

34. Complains/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The Ege University has created a digital online "Turkuaz Masa" platform for complaints and objections from staff, students</p> <p>https://turkuazmasa.ege.edu.tr/TurkuazSSO/form Furthermore, it is possible to communicate directly from the OBYS screens using the "Rector Date Request System". The Ege University is acting in accordance with the Regulations on Complaints and Interdiction of State Officials.</p> <p>https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=85743</p>	<p>The Ege University is a university that adheres to the principles of honesty, neutrality and ethics. Ethical principles for complaints could be developed and added.</p> <p>https://personel.db.ege.edu.tr/files/personel.db/icerik/EGE_UNIVERSITESI_ETIK_ILKELERI.pdf</p>

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Ege university operates in such a way that all stakeholders and the university's research potential are maximized when managing its research activities. In this direction, it is based on the relevant legislation and the processes set out in the AR-GE Strategy Document and continues its research-development-focused work. The university is directly managed and supervised by the respective Vice Rectors of the Ege University Centres for Application and Research, which play an important role in AR-GE activities.</p>	<p>High scores in satisfaction surveys clearly indicate that decision-making mechanisms are conducted in transparent manner, taking into account welfare and integrity</p>

Training and Development

Status

36. Relation with supervisors

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Article 13 of the Higher Education Law No. 2547 defines the highest and authorized supervisor in higher education institutions as the Rector (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=2547&MevzuatTur=1&MevzuatTertip=5). Ege University allows faculty members to request a meeting with the Rector through the Rector Appointment Request System on the Single Password Login (SSS) menu (https://kimlik.ege.edu.tr/Identity/Account/Login?ReturnUrl=%2F). This is an indication that communication channels with the highest authority are kept open. In addition, the fact that the decisions taken by the administrative bodies are communicated to the academic staff through EBYS and their opinions and suggestions are asked in most cases reveals that communication is provided in both directions. Similarly, the wishes and suggestions of academic staff can be communicated to the administrative units through the Turkuaz Desk (https://turkuazmasa.ege.edu.tr/TurkuazSSOyeni/form). All these can be considered as evidence that relations with supervisors are bureaucratic and professional.</p>	

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Ege University, in accordance with the objectives and principles of the Higher Education Law No. 2547(https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2547.pdf), effectively carries out its organizational structure, operations, duties, authorities, and responsibilities, including education-teaching, research, publication, teaching staff, students, and other personnel. Faculty members and research groups at Ege University, through their projects, scientific publications, industrial consultations, patents, and contributions of graduates, are internationally recognized in various fields. Providing consultancy services to industry, these include the Solar Energy Institute, Faculty of Science (Department of Chemistry), Faculty of Engineering (Departments of Biomolecular Engineering, Electrical and Electronics Engineering, Chemical Engineering, Mechanical Engineering), Faculty of Agriculture (Department of Agricultural Machinery and Technologies, Department of Field Crops), Faculty of Fisheries, Ege Vocational School, and the Center for Environmental Problems Research and Application, engage in project planning and implementation.(https://ege.edu.tr/tr-6665/ege_universitesi_ar-ge_strateji_belgesi_2018-2023.html). Under the umbrella of EBİLTEM-TTO, the Research-Oriented Student Center provides support to students eager to conduct research and develop their projects, facilitating their transition from concept to realization. Within our pool of mentors, who are competent in areas relevant to their research topics, students have the opportunity to collaborate and receive guidance from researchers. (https://arom.ege.edu.tr/). In order to effectively carry out services aimed at commercializing knowledge and technology developed at Ege University, forming partnerships with industrial organizations, and assisting in the development of the knowledge and technology needed by the regional industry, the TUBITAK Technology Transfer Office (TTO) Contract was signed by the President of TUBITAK and the Rector of Ege University on April 9, 2013, authorizing Ege University EBİLTEM-TTO. Ege University EBİLTEM-TTO, which bases its activities on institutional and regional needs, provides services at regional, national, and international levels to academics, researchers, private sector, entrepreneurs, and civil society organizations on a wide range of topics. (https://ebiltem.ege.edu.tr/, https://ebiltem.ege.edu.tr/files/ebiltem/icerik/EU_EBILTEM_2022_Faaliyet_Raporu.pdf) The legal advisory office at Ege university provides consultancy services to university students and staff on administrative and personal matters, as well as conducts legal proceedings when necessary. (https://hukuk.ege.edu.tr/tr-7220/hakimizda.html). Ege University operates the Turquoise Desk Solution Center to ensure the continuity of the opportunities provided to faculty members and students, and to offer immediate support for any emerging issues or problems.(https://ege.edu.tr/tr-15784/turkuaz_masa_%C3%87ozum_merkezi_.html).</p>	

Status

38. Continuing Professional Development

Implementation

GAP / Implementation impediments

+/- almost but not fully imp...

The Data Monitoring and Evaluation Office within the Institutional Development Planning and Monitoring Coordination Directorate (<https://egevido.ege.edu.tr/>) serves several purposes to support the institutional development of the university: Planning and monitoring the university's institutional development, as well as providing regular reporting, Strengthening the university's brand value, Conducting research, coordination, and support services for plans, programs, and projects that support institutional development, Collecting, analyzing, and reporting data. Enhancing the university's recognition and reputation nationally and internationally, Ensuring that quality assurance is treated as a process and becomes part of the institutional culture. Furthermore, the office is structured to: Monitor the institutional developments of national and international higher education institutions, participate in comparative studies, joint developments, and collaborations, Provide research, coordination, and support services for plans, programs, and projects that support institutional development, Monitor the implementation of the Strategic Plan, particularly within the scope of performance management system, tracking strategic objectives and process performance indicators at the level of strategic planning and performance management processes, evaluating the results, and sharing them with university administrators, Participate in the Quality Commission established for internal and external evaluation, quality improvement activities at our university, ensuring the office, personnel, and support services of the commission, and monitoring the activities of the Council of Higher Education (CHE) Quality Board, Coordinate the establishment of a quality system at our university as expected by CHE, conduct necessary work to meet the expectations of CHE, and coordinate the preparation of the Corporate Internal Evaluation Report according to the calendar each year (<https://pik.ege.edu.tr/tr-11227/amac.html>) In order to effectively carry out services aimed at commercializing knowledge and technology developed at Ege University, forming partnerships with industrial organizations, and assisting in the development of the knowledge and technology needed by the regional industry, the Scientific and Technological Research Council of Turkey Technology Transfer Office (TTO) Contract was signed by the President of Scientific and Technological Research Council of Turkey and the Rector of Ege University on April 9, 2013, authorizing Ege University EBİLTEM-TTO. Ege University EBİLTEM-TTO, basing its activities on both institutional and regional needs, provides services to academics, researchers, private sector entities, entrepreneurs, and civil society organizations on a wide range of topics at regional, national, and international levels. (<https://ebiltem.ege.edu.tr/> , https://ebiltem.ege.edu.tr/files/ebiltem/icerik/EU_EBILTEM_2022_Faaliyet_Raporu.pdf) EGESSEM (Ege University Continuous Education Center- (<https://egesem.ege.edu.tr/>),) is established to organize continuous education programs in all fields where Ege University conducts education, teaching, and research, contributing to the development of collaboration between the university and public and private sectors, as well as national and international organizations. EGESSEM prepares training programs tailored to the needs of individuals and organizations, proposes specialized package programs, organizes courses, seminars, conferences, and training programs at national and international levels, and coordinates the provision of trainers, materials, equipment, and infrastructure for the specified types of event (<https://egesem.ege.edu.tr/tr-17956/yonerge.html>). Ege University pursues its vision and strategy for the year 2023 based on five concrete parameters: "Student-Centeredness," "Becoming a Research University," "Quality in Education," "Internationalization," and "Digitalization." ([https://sgdb.ege.edu.tr/files/sgdb/icerik/faaliyet_son\(1\).pdf](https://sgdb.ege.edu.tr/files/sgdb/icerik/faaliyet_son(1).pdf)). Ege University is committed to implementing and maintaining all necessary initiatives in technology and information infrastructure to ensure its place among the world's leading universities and to advance in the realms of information technology, infrastructure, and digitalization. In this context, Ege University is conducting technological, computational, and digitalization efforts to ensure the effective, accurate, and efficient utilization of its information and communication structures. Ege University supports continuous development through its Education and Teaching Policy, Research and Development Policy, Quality Policy, Internationalization Policy, Social Contribution Policy, Management System Policy, and Distance Education Policy. ([https://sgdb.ege.edu.tr/files/sgdb/icerik/faaliyet_son\(1\).pdf](https://sgdb.ege.edu.tr/files/sgdb/icerik/faaliyet_son(1).pdf)) Ege University, with its culture evolving and maturing since 1955, stands as one of Turkey's oldest higher education institutions. Holding the title of a "Research University," Ege University was the first institution to receive Turkey's Institutional Full Accreditation Certificate. It also excels in student satisfaction, achieving an A Plus level, and has been recognized as the first and only university to receive the award for "Most Effective University in Supporting Students' Career Development." With its achievements, Ege University serves as an example and pioneering institution in the Turkish higher education system. (https://ege.edu.tr/tr-1/dunden_bugune_ege_universitesi.html). In the strategic planning activities of our university for the years 2024-2028, an analysis of organizational culture has been conducted (<https://asis.ege.edu.tr/strateji/index.php?anket=S3VydW0gS8O8bHTDvHLDvCBBbmtldGkgLSBBa2FkZW1paw==>). (<https://www.euegeajans.com/index.php/2024/02/13/prof-dr-budak-ege-universitesi-olarak-kaliteyi-kurum-kulturu-haline-getirdik/>) The Central Library of Ege University was established in 1961, five years after the founding of Ege university in 1955. Initially, it was set up as an office in a room within the Rectorate building. In 1965, it officially became known as the Library Directorate. Starting from 1984, it continued its operations under the title of the Library and Documentation Department Directorate. In 1999, approximately 69 different libraries located in various units within the campus were consolidated into one central location, which is the current building of the Central Library, organized as the central library of Ege university. The Library and Documentation Department Directorate serves as an exemplary institution that effectively utilizes technology to directly support educational, teaching, and research activities and to fulfill the information and document needs of students and staff. It aims to provide services to university members, researchers, and the community (<https://kutuphane.ege.edu.tr/>, https://kutuphane.ege.edu.tr/files/kutuphane/icerik/1a-Kutuphane_Yonergesi.pdf), <https://kutuphane.ege.edu.tr/tr-18330/misyon.html> Ege University's academic units continue to publish 22 journals that are ongoing. At Ege University, scientific and academic journals published in various fields and disciplines contribute to bringing new studies into the literature. Of the total 2,247 journals identified as being published in Turkey, 903 are published by universities. At Ege University, the following journals

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Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	<p>continue their publication: Journal of English and American Studies ,Interaction, Journal of History Studies, Journal of Sociology, Journal of Art History, Journal of German Language and Literature Studies,Journal of Ege Geography, Journal of Ege Medicine, Journal of Ege University Faculty of Nursing,, Journal of Ege Education, Journal of Turkish World Studies, (Ege Academic Perspective,Journal of Ege University Faculty of Agriculture,Ege Journal of Fisheries and Aquatic Sciences, (Journal of Ege University Faculty of Dentistry, New Thoughts, Textile and Clothing, (Journal of Ege Strategic Studies, Journal of Ege State Turkish Music Conservatory, Journal of Faculty of Science, Journal of İzmir Studies, EGEMIA: Journal of Ege University Faculty of Communication Media and Communication Studies, (Journal of Ege Social Sciences. Among these journals, Textile and Clothing Journal, Journal of History Studies), (Journal of Ege University Faculty of Agriculture, Ege Journal of Fisheries and Aquatic Sciences are indexed in the Web of Science database, and 11 journals are indexed in the ULAKBİM-TR database. The publications and peer review processes in the journals issued by faculties and departments provide opportunities for monitoring scientific developments and setting agendas (https://egeajans.ege.edu.tr/?p=4378).</p>	

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Ege University provides guidance and support for access to research training and continuous development. Ege University faculty members are encouraged and supported through internal and external trainings. The activities of units such as Ege University Measurement and Evaluation Application and Research Center, EBILTEM, EGEVIDO, EGSEEM play an important role in ensuring the continuous development of academic staff. Ege University provides tools and opportunities to improve the skills of researchers through organizations such as sector days, fairs, conferences, seminars, training events, etc. Ege University, especially the accredited ARGEFAR (Drug Development and Pharmacokinetic Research Application Center Environmental and Food Analysis Laboratory), EGEPAL (Fuel Oil Petroleum Analysis Laboratory), MATAL (Central Research Test and Analysis Laboratory Application and Research Center), FABAL (Pharmaceutical Sciences Research Laboratory), BESTMER (Biomass Energy Systems and Technologies Center), EBILTEM-TTO (Science Technology Application and Research Center) and TEKAUM (Textile and Apparel Research Application Center) laboratories, a total of 896 laboratories used by faculties, colleges, institutes, research and application centers for their own education and research, and the pioneering EGE Technopark Technology Development Zone and nüvEGE Incubation Center all play an important role in providing research education and continuous development. Ege University Library has 255 thousand printed books, 4 million 359 thousand 157 electronic books, 104 thousand 801 electronic journals and 108 databases available to researchers and academicians. 30 different language training programs, Rosetta Stone language training program, SOBIAD (Social Sciences Citation Index) Database, which is the local index with the highest number of social sciences articles based in Turkey, and the international performance review system "InCites" and "IdealOnline" journal package can be accessed. Ege University Library supports research training and continuous development with its extensive infrastructure.</p>	

Status

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imp...	<p>Article 2547 of the Higher Education Law (https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=2547&MevzuatTur=1&MevzuatTertip=5) Ege University Regulations on Academic Advising for Associate and Undergraduate Students (https://kms.kaysis.gov.tr/Home/Kurum/12301657?AspxAutoDetectCookieSupport=1) clearly states the duties and responsibilities of advisors. Ege University Regulations for Associate and Undergraduate Student Advising (https://kms.kaysis.gov.tr/Home/Kurum/12301657?AspxAutoDetectCookieSupport=1) clearly states the duties and responsibilities of advisors. The duties and responsibilities of advisors are clearly stated in the Ege University Regulation on Graduate Education (https://kms.kaysis.gov.tr/Home/Kurum/12301657?AspxAutoDetectCookieSupport=1).</p>	