

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2020AM531432

Name Organisation under review: Yerevan State Medical University

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SUBMISSION DATE: 11 JULY, 2021

DATE ENDORSEMENT CHARTER AND CODE: 11 JUNE, 2020

GAP ANALYSIS

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.

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

Ethical and Professional Aspects	Free text 300 words maximum	Free text 200 words maximum
1. Research freedom	<p>+ -</p> <p>All researchers recognize the freedom to think and act while implementing activities which are routine or obligatory. However, the perception of freedom is quite an individual phenomenon and should be regarded within a set of inescapable ethical norms and requirements. The Expert Committee for Checking Raw Material and Research Methods is functioning at YSMU which aims to check the credibility and reliability of research topics. The freedom of research work and the choice of research methods should ensure credibility and reliability of research topics. The Committee ensures the researcher's freedom to choose and the credibility of choice by reviews and critical analysis. On the one hand researchers are free to choose a topic for research and relevant research methods together with their supervisors and research teams. However, it should be noted that in certain cases their freedom is limited due to financial problems.</p> <p>In addition, researcher's freedom is limited by certain provisions of institutional and national regulations. See the RA Law on Scientific and Scientific Technological Activities (Article 5)</p>	<p>Researchers lack openness in international cooperation, they should more actively seek additional funding for their research.</p>
2. Ethical principles	<p>+ -</p> <p>The practice of implementing ethical principles in research at YSMU has been in place since 2006. It started with the establishment of the Ethics Committee as the main institutional body responsible for coordinating the implementation of fundamental ethical principles appropriate to biomedical research as well as ethical standards documented in the institutional Codes of Ethics. The regulation of the Ethics Committee has been formulated in compliance with the "DECLARATION OF HELSINKI – ETHICAL PRINCIPLES FOR MEDICAL RESEARCH INVOLVING HUMAN SUBJECTS", international animal care guidelines and certain Standard Operating Procedures. In addition, the package of documents have been formulated in due regard with the international experience. The package includes "Investigator's brochure", "Informed consent" "Researcher's CV" "Application form" "Certificate" "Expert's Review" and other procedural forms.</p>	

		<p>Over time the Committee makes relevant updates to its regulation and the package of documents in line with the occurring developments in the biomedical research environment and the national and international source documents.</p> <p>Since 2010 the Committee started to apply IRB (Institutional Review Board) to protect the rights and welfare of human research subjects recruited to participate in research activities conducted under the auspices of YSMU.</p>	
3. Professional responsibility	- +	<p>In the abstract of their research projects researchers indicate the novelty of the problem in question which secures original research. Research projects that are relevant to society and have direct impact on practical healthcare system are not many. Researchers obtaining new knowledge/results don't get paid relevantly through salary or other remuneration. This impedes the development of original research.</p> <p>Expert Committees and the Research Management Division are in charge of checking duplications and plagiarism in the research outputs. Given the peculiarities of the field of medical research it is sometimes not realistic to ensure 100% original aim and objectives. However, in terms of results and conclusions originality is strictly checked. The review of international literature by researchers is a must.</p> <p>The priority of a research topic should have 2 components:</p> <ol style="list-style-type: none"> 1. It should achieve a result which is relevant internationally 2. It should impact the problems of the society by addressing environmental issues and identifying practical implication <p>Researchers abide the Law of the Republic of Armenia on Copyright and Related Rights.</p>	<p>In order to ensure and validate originality of research, a trustable plagiarism checking tool should be obtained or developed having capacity to check information in 3 languages (Armenian, Russian, English).</p> <p>Society-relevant priority research topics should be formulated and proposed to institutions by the respective governmental bodies.</p>
4. Professional attitude	+ -	<p>The University website provides links to all regulatory documents governing the research environment and also includes practical procedures which help researchers in planning and organizing research activities, PhD application</p>	

		<p>procedures, research training opportunities, etc. (see https://ysmu.am/hy/documentation_list/kanonakarger/ and https://ysmu.am/en/science_list/science/). The research funding opportunities are published in the science webpage and they are also disseminated within target groups through e-mails.</p> <p>YSMU has established internal processes for applying for external research funding which particularly refer to information about the funding organization, way of funding etc.</p> <p>The research management division organizes seminars for the new circle of researchers to get familiarized on the ways of getting informed and on the responsibility to adhere to all the regulations and procedures described. However, it is the responsibility of a researcher to find this information and adhere to the legal requirements associated with their research.</p>	
5. Contractual and legal obligations	+ -	<p>The national, sectoral or institutional regulations governing the research environment are openly accessible in the website of the University (https://ysmu.am/hy/science_list/iravunq/ and https://ysmu.am/hy/documentation_list/kanonakarger/). They refer to education, research, working conditions of all target groups, among them researchers. The Research Division organizes information days for researchers to thoroughly describe the standard processes as to how to manage their research projects and to have an understanding on making the best of their rights and responsibilities including intellectual property rights which is also one of the courses of the PhD general education component. In general all research projects are implemented in frames of legally binding contracts and the research plans are approved by relevant documentation.</p>	<p>A series of seminars/trainings should be organized for residents to be informed about regulations governing their careers. They should be taught where to find information about their obligation and right.</p>
6. Accountability	+ -	<p>Over years YSMU has established firm attestation mechanism which is being implemented by the Research Division together with the corresponding attestation committees. Researchers annually report on their performance in terms of educational and research activities, courses and examinations to their supervisors, the corresponding department and the attestation committee as well. Those who fail to meet the requirements are rejected, in case of double rejection the researcher is deprived of his/her status as researcher.</p>	<p>YSMU hasn't established an institutional repository yet in order to make research results open and available for researchers, authorities and the society.</p>

		<p>Research results are reported in local and international scientific events and in scientific journals, sometimes with open access. The University hasn't yet established an institutional repository for research results and the culture of open science is not completely embedded in the daily practices.</p> <p>All research projects are implemented within contracts by which researchers have to adhere to accountability rules in terms of carrying out research objectives within the confirmed budget frame. The Research Division coordinates the process of collecting scientific-research reports and analyzing research data. The research report template includes a comprehensive set of indicators that are somehow related to the research activities of the departments, with clear focus on the publication performance of the researchers. This is a well-established process which helps to analyze the research performance of the University as a whole and helps to feed local and international statistics as well as to complement the overall self-evaluation picture.</p>	
7. Good practice in research	- +	<p>The RA Law on Scientific and Scientific-Technological Activities (Article 5) states the restrictions on sharing confidential data. It is the responsibility of individual researchers to get familiarized and keep the rules of collecting, keeping and dealing with confidential data. In the digitalized era this issue is quite easily solved through the operation of virtual memory platforms.</p> <p>Civil Defense Headquarter function within the University which is in charge of communicating safe working rules. The staff is regularly trained on keeping safety rules and avoiding dangerous conduct. The Headquarter is also responsible for checking and ensuring safe working conditions in the area of the University.</p>	<p>The University should ensure the functioning of a proper back-up strategy. Research groups should be given opportunity to safely store their research data in appropriate memory storages.</p> <p>The improvement of working conditions and provision of safe environment should be a daily task for the University.</p>
8. Dissemination, exploitation of results	- +	<p>Upon submitting research projects researchers already have clearly defined timetable for disseminating and communicating research results in the form of articles, oral reporting etc. In the final report these indicators and other indicators of dissemination and communication events are strictly checked. The University, in its turn, disseminates the reports of research groups, their achievements in the websites and by social media.</p>	<p>YSMU lacks highly cited researchers on ClarivateAnalytics as well as publications among the top 10% most cited journals. This is mostly related to the traditional approach of being published in local (national and Russian) journals the</p>

			<p>majority of which are not included in relevant databases.</p> <p>YSMU lacks technology transfer function. The linkage between the University and the industry is poor.</p>
9. Public engagement	- +	<p>In research results and achievements of funded projects are widely disseminated and communicated in a plain language to the public through the Internet (websites, social media), mass media (journals, TV programs). However, the features of fundamental medical and experimental research make it rather difficult to be understood by the lay public.</p>	<p>Communicating research results is a relatively new tendency and researchers haven't developed the culture of publicizing research results yet. For this they need to develop relevant skills to be able to speak about their research results in a plain language.</p>
10. Non discrimination	+ -	<p>According to the RA Constitution (Chapter 2) people enjoy equality of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition. Any kind of discrimination on this basis is legally prohibited and YSMU respects the national legislation and ensures equal opportunity to its staff and students.</p> <p>According to the national legislation higher education institutions are politics-free environment. The management methodology of the University also respects the recognition of diversity in its structure and practices.</p> <p>The education component of the PhD programme is equally available in Armenian, English and Russian if necessary and the language of the thesis is negotiable with the supervisor. Both male and female PhD students of any nationality and religious beliefs study here.</p> <p>In terms of working language, Armenian language proficiency is required only if the proper implementation of allocated tasks depends on this criterion.</p>	
11. Evaluation/ appraisal	+ -	<p>The mechanism of annual attestation of young researchers is well-established in</p>	<p>In the case of senior research staff</p>

systems		YSMU. It checks their performance in scientific, research, education activities, professional experience, participation in courses and training against the requirements of the current state-of-the-art practices.	<p>the performance is checked only when applying for an open position within the University or a grant project. The analysis of annual report data shows that there are researchers who have low performance or whose KPIs do not improve over years. YSMU lacks relevant procedures to apply control or constraint mechanisms in such cases.</p> <p>The attestation mechanism should be upgraded through involving international experts/researchers. Attestation should be applied for researchers in all levels.</p>
Recruitment and Selection			
12. Recruitment	- +	There are clear requirements only for the postgraduate application process (PhD, independent researchers). Till now no clear standards have been provided for research vacancies, partially because there are no vacancies only for research positions. However, the Quality Assurance Center and the adjunct committees are now working on defining clear specifications and requirements for researchers' roles which will soon be applied in researchers' job descriptions. The Scientific Personnel Training Department guides applicants with insufficient research skills and gives them the opportunity to develop their status and acquire certain skills by providing a specific action plan.	<p>We lack policies for HR recruitment. Appointment of researchers and other staff is not regulated by clear guidelines and policies.</p> <p>The accessibility of certain infrastructures for people with disability is restricted</p>
13. Recruitment (Code)	- +	In the department, as the main structural unit of the university, all the positions are competitive and have a description, which contains the terms, requirements	

		presented to the applicant, the job responsibilities etc. However, we do not yet have a description of the dynamic development of the researcher's working career. The need for the above description for each position arises only when the position is vacant, and a vacancy is announced. Many job responsibilities are resolved within the framework of the contract between the employer and the employee. As a rule, the vacancy announcement is posted on the University website.	
14. Selection (Code)	- +	<ol style="list-style-type: none"> 1. Most of the researchers at the University are involved in grant programs, and their involvement in the project is implemented by a specific procedure. In accordance with the criteria and requirements set out in the grant invitation, the project manager forms a research team and submits it for examination. The competition and the institution conducting the independent examination selects the employees and confirms their involvement. 2. In the departments and the scientific subdivisions the selection of the employee is done in several stages. First, the commission examines the compliance of their documents with the requirements of the competition, then the scientific department or the chair gives guarantees or rejects the application in an open meeting. Afterwards, the candidate is called for a face-to-face interview by a qualification commission, which examines his / her scientific-educational potential. As soon as the Scientific Council approves the candidacy, employment contract is signed with the Rector. 	The selection committee should involve representatives from the job market.
15. Transparency (Code)	+ -	Information about all vacancies is posted on the University website. Admission of PhD students, in addition to being posted on the website, is also published in the most popular daily newspapers of the country. Career information can be processed and posted on the website also. There are some guidelines / stages, but they are not published.	There should be consultation mechanisms for applicants not reaching the proposed threshold.
16. Judging merit (Code)	- +	YSMU, being an academic institution is interested in evaluates the resources, true achievements and success of especially young researchers. We ssek to see ability for teamwork, communication, management skills. At the moment the	Face to face interviews should be part of selection process and merit should be also judged by the way

		University does not have confirmed regulations and mechanisms to test, reveal and distinguish the applicants' potential, perhaps we achieve this through direct contacts and joint work.	they introduce the whole range of experience they have.
17. Variations in the chronological order of CVs (Code)	+ -	<p>The reasons of researchers' career breaks can be different, ranging from personal problems to research or training, relocation to other institutions or fields. In the case of a medical university, the researcher more often breaks the research career in order to engage in clinical practice. If the break is aimed at getting certified knowledge and acquiring new skills to complement and develop the career, he/she returns to his position without losses. As a rule, such breaks are agreed with the research supervisor, project manager, laboratory or university management. In the case of competitive positions, researchers should recognize the necessity to participate in a new competition to obtain the position. Breaks that do not contribute to the field of research or the development of a professional career as a researcher are not recognized by the University as justified reason for career break.</p> <p>Continuing medical education at YSMU is a mandatory component of work experience.</p>	
18. Recognition of mobility experience (Code)	+ -	The University encourages and supports all types of mobility programs, but at the same time strongly pursues the compatibility of programs in favor of the research program, the progress of the laboratory. In many cases, the university itself supports the participation of researchers in various mobility programs, and promotes the transfer of comparable academic credits within educational mobility programs. According to the RA Labor Code (Article 209) researchers in mobility should be fully remunerated and their positions should be secured upon their return.	Wider opportunities for professional mobility should be made available for researchers on the institutional level.
19. Recognition of qualifications (Code)	+ -	Qualification certificates issued by all local and licensed / accredited universities are mutually accepted. The list of universities accredited in Armenia is published on the website of the National Center for Professional Education Quality Assurance Foundation.	

		YSMU recognises the credit system put in force by the Ministry of Health of the Republic of Armenia for Continuing Professional Development and the European Accreditation Council for Continuing Medical Education.	
20. Seniority (Code)	+ -	All academic and research positions have their own descriptions, although they are in need of refinement. The researchers holding certain position are presented with a range of relevant qualifications. In the case of a number of positions, the scope of qualifications is stricter and they are made in line with international standards. The scientific community and research laboratories accept the documentary evidence submitted, however the compliance is checked during the probation period.	The description of research positions should be updated in terms of making them in line with or closer to the international standards.
21. Postdoctoral appointments (Code)	- +	<p>Postdoctoral research projects require more financial resources and they can't be implemented without additional funding. At the university, as in other universities of the Republic of Armenia, there are only a few positions for postdoctoral research, and they are basically formed within the framework of different grant programmes.</p> <p>Being one of the state-funded universities to train PhD students, according to the current Law on Postgraduate Education, YSMU is obliged to ensure a 3-year academic-research position for its postgraduate students. The PhD student, in his turn, is obliged to accept this condition. After 3 years, the parties have freedom to choose. Currently, YSMU is establishing a Scientific-Educational Center for Fundamental Brain Research, which will be an up-to-date research environment for the research staff of the University. This center will provide a variety of researcher positions, including junior researcher equivalent to PhD students, postdoctoral researchers, senior researchers who is mainly the scientific supervisor. Conditions and criteria are being developed for them, including description of career development. As a higher education institution, this center will be the main workplace for postdoctoral researchers. The research teams of this center can be joined by the professors of the departments, if they decide to engage in research activities. Researchers' with previous experience in other institutions will be assessed in case of postdoctoral positions.</p>	The University needs to adopt favorable mechanisms to attract postdoctoral research.

Working Conditions and Social Security			
22. Recognition of the profession	+ -	<p>The skills of researchers both professional and complementary play a definite role in treating them and recognizing them as researchers. If in the professional aspect there is equality, the complementary skills (management, leadership, communication, etc.) come to define their level of proficiency. For example ability to communicate easily in a research environment places the researcher on high levels, accordingly defining certain way of treatment as a professional. In fact all researchers are treated equally but they can never be on the same level and they can never be recognized equally.</p>	<p>YSMU needs to introduce the subject “Academic communication skills” into the curriculum and upgrade the course intended for researchers. In addition, practical skills should also be developed constantly.</p>
23. Research environment	- +	<p>Current research activities are planned in accordance with the technical capacities of the University. We encourage collaborative research which allows to access more developed research infrastructures/environment.</p> <p>Supported by the state budget YSMU is member of ASNET-GEANT network which gives access to Web of Science database.</p> <p>The staff with prevailed teaching workload is deprived of accessing the research environment thus suppressing their ability to be engaged in research work.</p>	<p>The University should allocate more resources for improving the research environment in order to stimulate the wider inclusion of the young generation of researchers.</p>
24. Working conditions	- +	<p>The RA Labor Code has certain provisions regarding the support to female employees in maternity leave. According to the last amendments (Article 176.1 was supplemented by 16.09.20 HO-415-N) fathers of newborns also have the right to take a 5-day paternity leave. The amendments also affect mothers and provides some additional security for female employees. The University fully implements the corresponding legislative acts and doesn't have right to independently apply extra conditions except for state-defined privileges.</p>	<p>YSMU needs to provide medical and social insurance schemes for its employees.</p> <p>In the whole campus of the University only certain buildings are accessible for disabled researchers.</p>
25. Stability and permanence of employment	+ -	<p>All researchers sign employment contracts with employers and funders which secures legally binding relations of parties. Any conflicts and disputes are subject to court settlement. The constant updates of the contracts are essential and they are implemented by the corresponding departments. The improvement of working conditions and instrumentation upgrades are in the</p>	

		plans of the University and they are implemented according to the financial capacity of the University annual budget.	
26. Funding and salaries	- +	<p>The salary scale of researchers in the University is far from being attractive as it is the case for Armenia in general, being a small developing country with border conflict and military conditions.</p> <p>Researchers' salaries become more or less adequate if they are involved in research projects being implemented through grants.</p> <p>Appointment to work at the University is performed on a competitive basis according to the competitions organized for different positions.</p>	The University should adopt more attractive mechanisms for recruiting well-paid researchers.
27. Gender balance		At YSMU women employees generally prevail and this tends to occur in all spheres of life in Armenia as male to female ratio for Armenia is 88.8 males per 100 females approximately. The decreased number of males is due to increased emigration since the break-up of the Soviet Union as well as human losses caused by wars of the last decades. The decreased number of men in YSMU is also somehow related with the wages being rather low for the jobs in the academic setting.	
28. Career development	- +	YSMU hasn't adopted any kind of regulatory document on human resource management. However, based on the University regulation the participation of researchers in international trainings and conferences is encouraged and supported. In addition to this external consultants are actively involved in the development of the personal and professional traits of researchers.	<p>It is necessary to introduce mechanisms and targeted development for human resource management.</p> <p>YSMU doesn't make full use of the EURAXESS portal to ensure research vacancies are visible to a wider audience.</p>
29. Value of mobility	+ -	The University welcomes and encourages the involvement of the public and private sectors in its research and academic activities. It recognizes the benefit of local and international relations, which create a favorable environment for the professional development and career growth of researchers.	Wider opportunities for mobility should be provided for researchers on the institutional level.

		<p>Since 2015 YSMU has been enrolled in ERASMUS+ International credit mobility programme funded by the European Commission. The scholarships are provided to: YSMU Undergraduate and Postgraduate students to undergo studies with the duration of 3, 6 or 10 months. YSMU Academic faculty and Administrative staff to undergo training/teaching with the duration of 5 or 10 days.</p>	
30. Access to career advice	- +	<p>The Career Center functions within the University to promote the career of medical professionals. However, the career issues of researchers are not yet included in the administrative agenda of the Center.</p> <p>The main reason is that researchers are basically medical specialists who already have a job. They are also beneficiaries of grant programs, PhD students who reach the threshold of the state competition to be enrolled at University as teaching staff.</p>	<p>The Career Center of YSMU should also consider the professional development and improved employability of researchers into its working agenda.</p>
31. Intellectual Property Rights	- +	<p>Researchers abide the Law of the Republic of Armenia on Copyright and Related Rights (https://www.aipa.am/en/Copyrightlaw/) and a number of other legislative, normative acts. Abiding these conditions is mandatory in the case of any legal relationships. In addition, in the case of government funded grant programmes, it is required to co-publish the name of the state authorized body in the publications of the research results. However, there are no regulatory documents or procedures in place within the University in order to regulate the conditions for distributing co-authorship and copyright orientation. The only valid document on copyright or co-authorship is used in the process of PhD thesis preparation This document shows the list of publications of the given researcher: all co-authors sign to prove their co-authorship in a publication.</p>	<p>Contracts with commercial organizations for participating in research and cooperating with research teams are rare.</p>
32. Co-authorship	- +	<p>Co-authorship in medical-biological research is recognized within the research community of the University and it is managed according to internationally accepted standards. In other words the co-authors in the first and the last positions are recognized as main authors, meanwhile the rest of them are equally regarded as co-authors without suppressing anyone's rights or role in</p>	<p>YSMU should adopted official mechanisms or procedures to regulate issues regarding co-authorship.</p>

		<p>the given research. The University provides the researchers with necessary scientific and legal environment to act freely as authors or co-authors of any research output, including early stage researchers and experienced researchers. However, this is rather a workplace culture, than an officially regulated process.</p>	
33. Teaching	+ -	<p>According to the RA Law on the Introduction of Credit System in Postgraduate Professional Education Programs as well as YSMU internal regulations, young researchers, as future faculty members, are enrolled as academic staff to teach corresponding subjects to students and gain teaching experience. The workload of PhD students is usually one quarter of the workload of the full-time lecturer and does not suppress his / her research workload, for which he / she is remunerated. PhD full-time study load is equivalent to 180 credits, which consists of two interconnected components – education and research. In the attestation of the PhD reports the teaching is also evaluated. One of our weaknesses in the poor system of teacher training process.</p> <p>PhD study at YSMU is considered as scientific and pedagogical experience according to the current procedures. During this period each PhD student performs teaching, research, team work in the form of internship (10 credits) in accordance with the educational component (40 credits) and get appropriate credits. During these processes, the PhD students develop their teaching and management skills as well as the ability to work in a group.</p>	
34. Complains/ appeals	+ -	<p>There is a Disciplinary Committee at the University for complaints, where both the Rector and the student can apply. According to the established regulations, these applications are considered and honest decisions are made. The board includes well-known professors, scientists, and of course students. However, there is no human rights defender at our university whose service we value to ensure the confidentiality of complaints. Maybe such a position will be created in the future.</p> <p>In parallel with the Disciplinary Committee, the Ethics Committee also considers cases of assessing inappropriate behavior of researchers working at the University.</p>	<p>There is no human rights defender (ombudsman) at our University who will investigate individuals' complaints against the University by ensuring confidentiality of complaints.</p>
35. Participation in	+ -	<p>In the University Charter (point 6 on the university decision making bodies) it</p>	<p>The Scientific-Coordination</p>

decision-making bodies		is clearly stated that researcher and teaching staff should have representation in the Board of Trustees and Scientific Council. But what is more important there is Scientific-Coordination Council which is a decision making platform merely for research activities of the University. The half of the Council is comprised of research staff of different levels including early stage researchers in the name of the Young Researchers Council. All of them have the right to vote in the process of confirming research priority projects and research topics, topics for PhD thesis as well as scientific publications, articles, monographs, etc.	Council lacks international experts in its structure to give unbiased recommendations and expert advice to complicated research problems.
Training and Development			
36. Relation with supervisors	+ -	<p>Alongside with the process of choosing and confirming a research topic PhD students chose a scientific supervisor who guides and controls the whole process. Actually, PhD students are affiliated to the chair the supervisor's job is based on. Correspondingly, the chair becomes the primary location for the researcher's work. Together with the supervisor the researchers submit a work plan on the novelty, aim, objectives, publications, other logistics for research, planned seminars etc.</p> <p>As soon as the research topic and the candidacy of the supervisor is confirmed by the Scientific-Coordination Council a trilateral contract between the University Rector, the supervisor and the researcher is signed which helps to smoothly regulate the relationships as well as to recognize the responsibilities and the rights of each of the party.</p>	
37. Supervision and managerial duties	+ -	<p>At the university, all senior researchers who act as research supervisors are remunerated for managing their PhD students' research project, developing them as specialists, integrating them into the scientific community.</p> <p>According to the law on Law on Postgraduate Education graduates of 3-year residency are eligible to apply for PhD study or become an independent researcher. In fact, during this study period the supervisors and their potential researchers discover each other.</p>	YSMU lacks an official document stating the comprehensive set of obligations and rights of supervisors.
38. Continuing	+ -	In frames of the educational program of the PhD study researchers should	The University should encourage

Professional Development		<p>accumulate credits by participating in training courses, compulsory seminars. Independent researchers working in the field of practical health care are regularly trained in continuing professional education programs which is the only way to obtain and upgrade their state license. It is necessary to reach the minimum credit threshold for all researchers defending a scientific thesis.</p> <p>During the years of their study, PhD students expand the scope of knowledge, improve their professional skills, acquire new knowledge not only on a specific profession, but from related professions as well.</p>	<p>the international training of researchers and should provide targeted support for continuously improving their professional skills.</p>
39. Access to research training and continuous development	+ -	<p>The University provides favourable conditions for all researchers to participate in training programs and scientific events for personal career development. However, not all researchers can afford to regularly participate in such events as in the majority of the cases, researchers have to cover the participation/travel costs themselves. International mobility of researchers is a great financial burden due to the high cost of air flights from Armenia.</p>	
40. Supervision	+ -	<p>During the 3 years of graduate professional education (residency), talented students and experienced professors discover each other de facto as potential supervisor and early stage researcher. At the beginning of the research work they just lack de jure establishment of relations which is performed by presenting and discussing the proposed research project in accordance with the adopted regulations. According to the RA Law on Awarding Scientific Degrees a scientific supervisor can be a person who has postdoctoral degree or is a PhD having 30 published articles, which speaks of his/her high qualification and experience. Each professor can supervise up to 5 PhD students. This limitation ensures the quality of managing research projects and establishment of mutually effective relations. In accordance with the internally established procedure Supervisors get remuneration for each research project that is being managed by them.</p>	