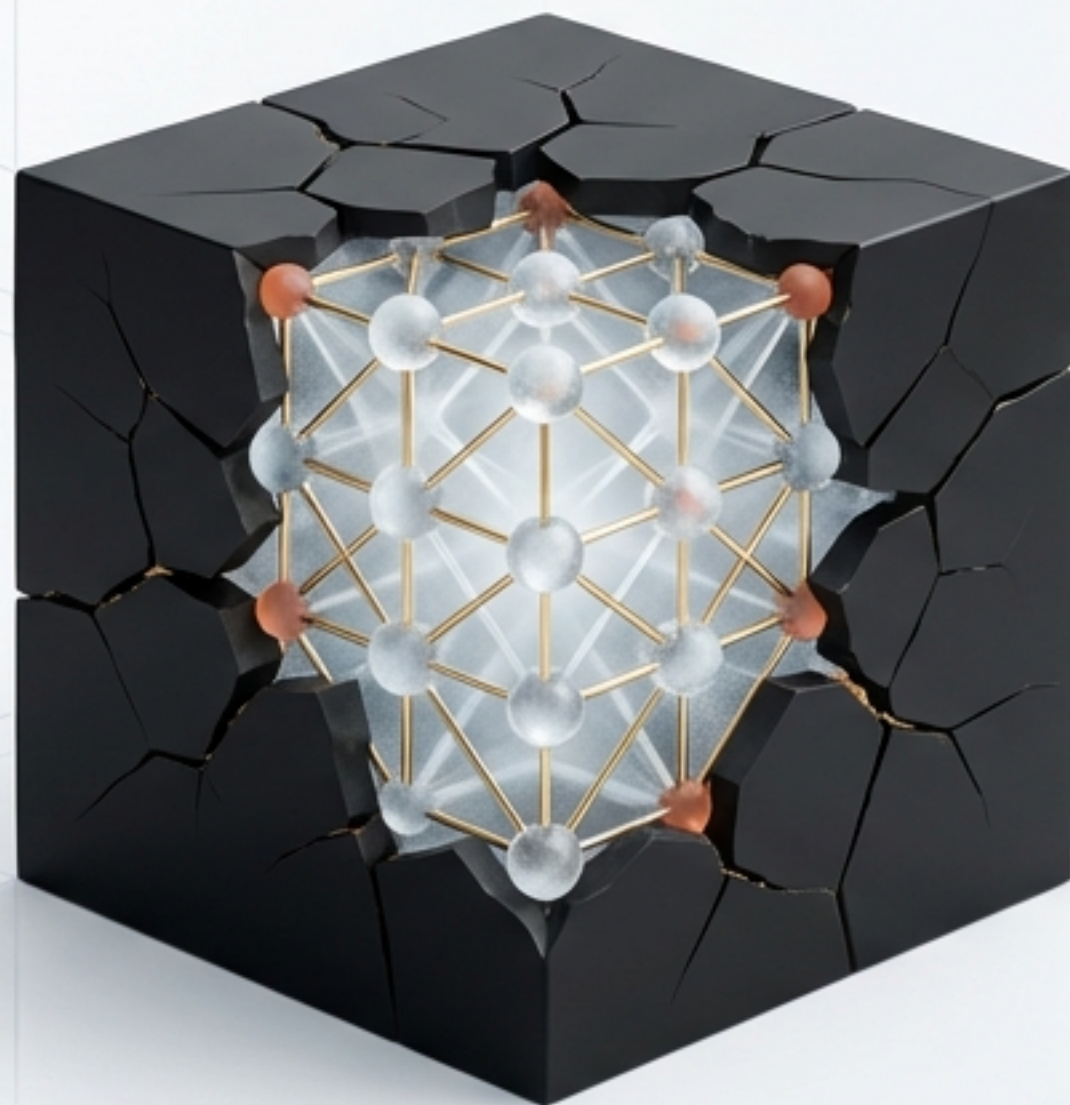


# Beyond Gut Feeling: Deep Evidence Analytics for University Governance



Harmonizing Administration-Staff Compromises through the TRUST Portal

BASED ON RESEARCH FROM KHARKIV NATIONAL UNIVERSITY OF RADIO ELECTRONICS (NURE) AND THE UNIVERSITY OF JYVASKYLA



# The Fairness Paradox: Why Objective Data Can Feel Unjust

Traditional  
Model:  
Transactional



  
**PERFORMANCE**  
What is your result?

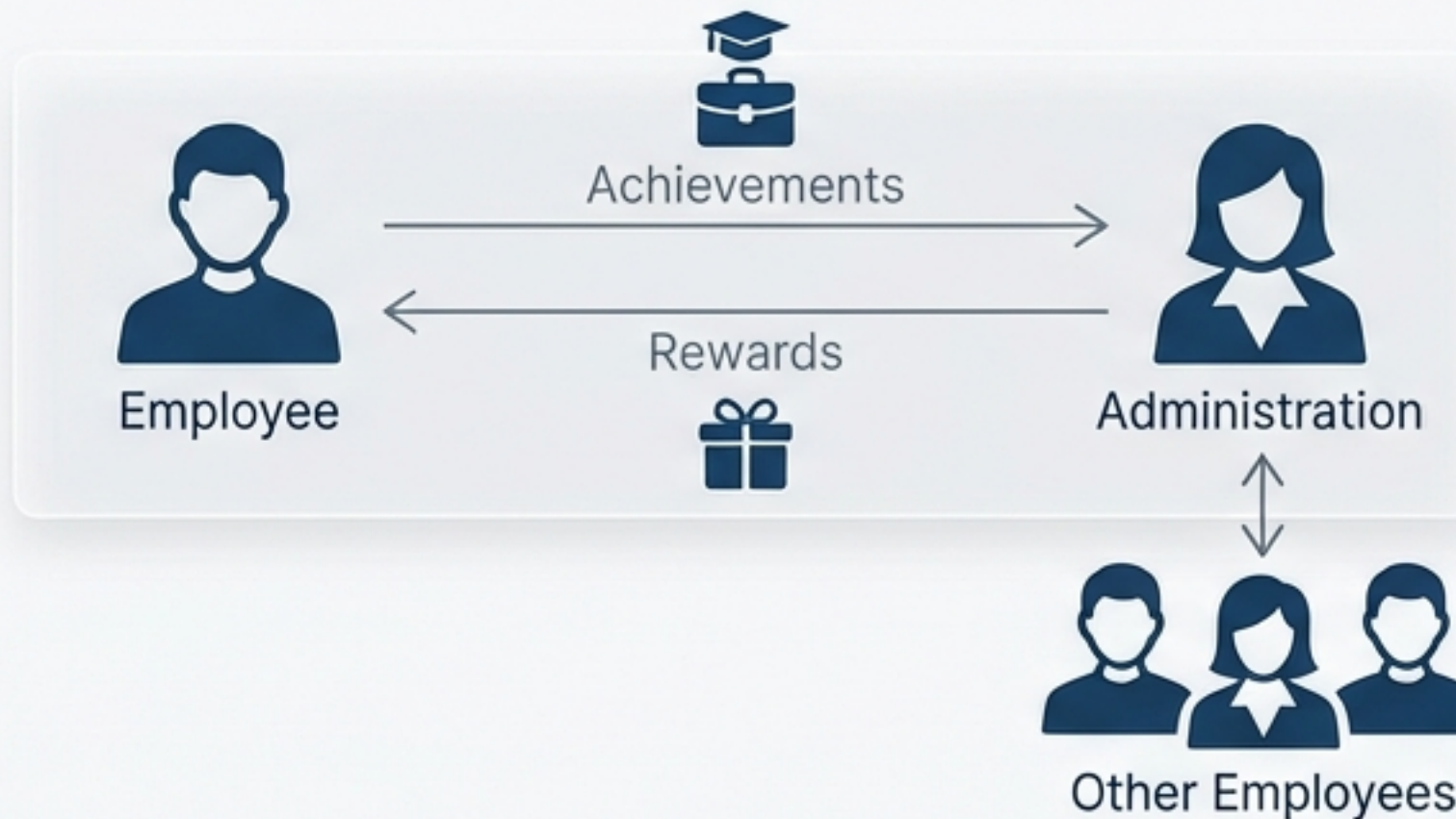
**The Conflict:**  
Justice is relative.


Administration values  
objective results  
(KPIs).

Employees value  
results based on  
effort ('sweat and  
blood').

**Subjectivity** creates  
the gap.

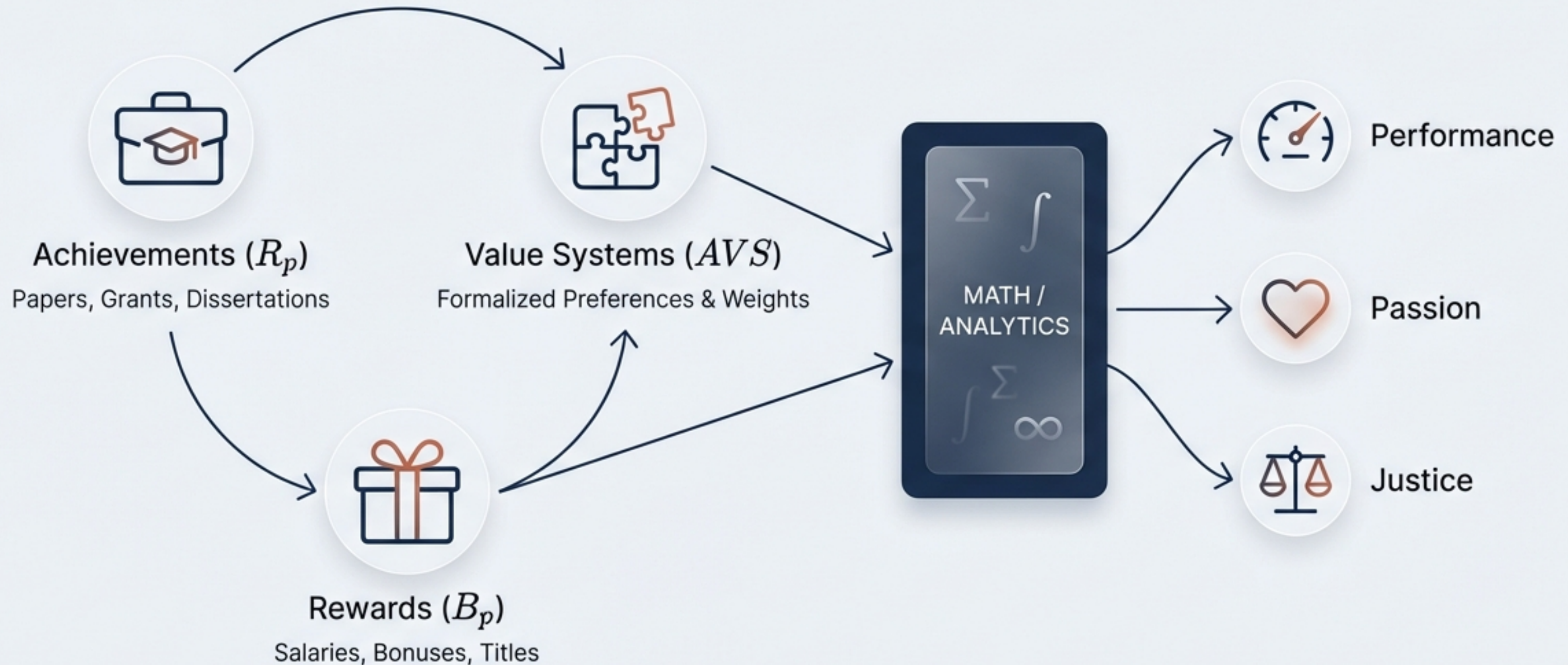
Transparent  
Model:  
Comparative



  
**RANKING**  
What is your result  
(among others)?

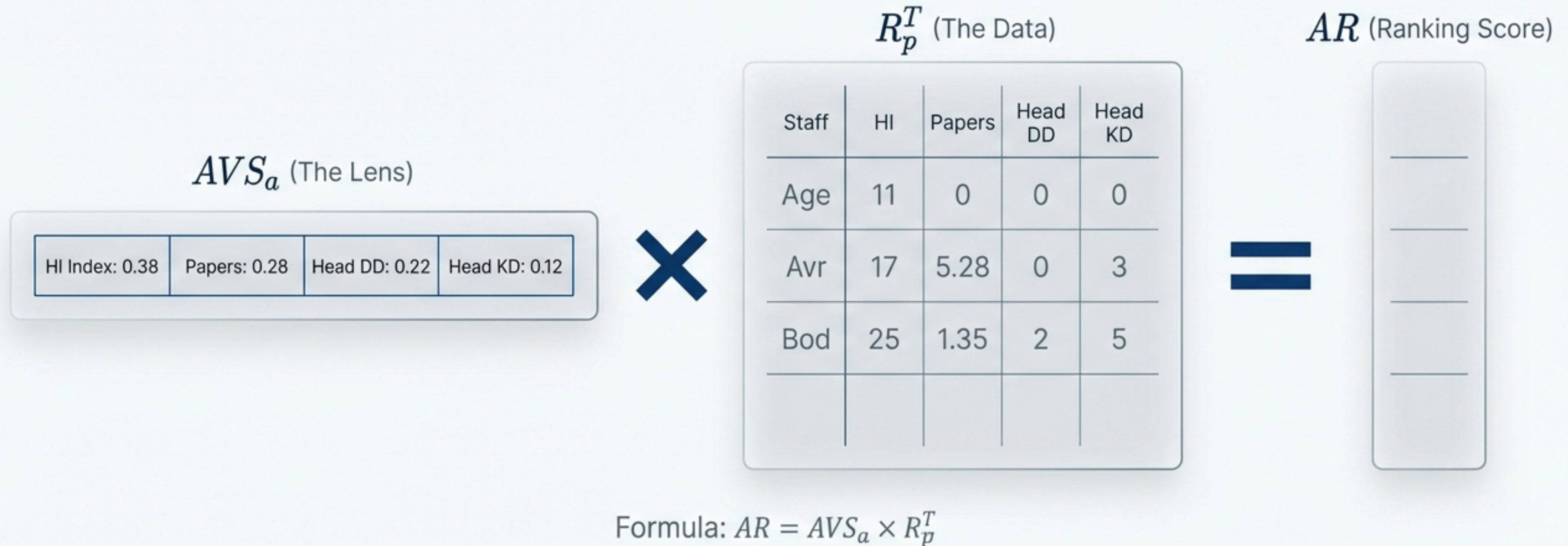


# The Deep Evidence Model: Three Layers of Transparency





# The Atomic Unit: Digitizing the “Rules of the Game”

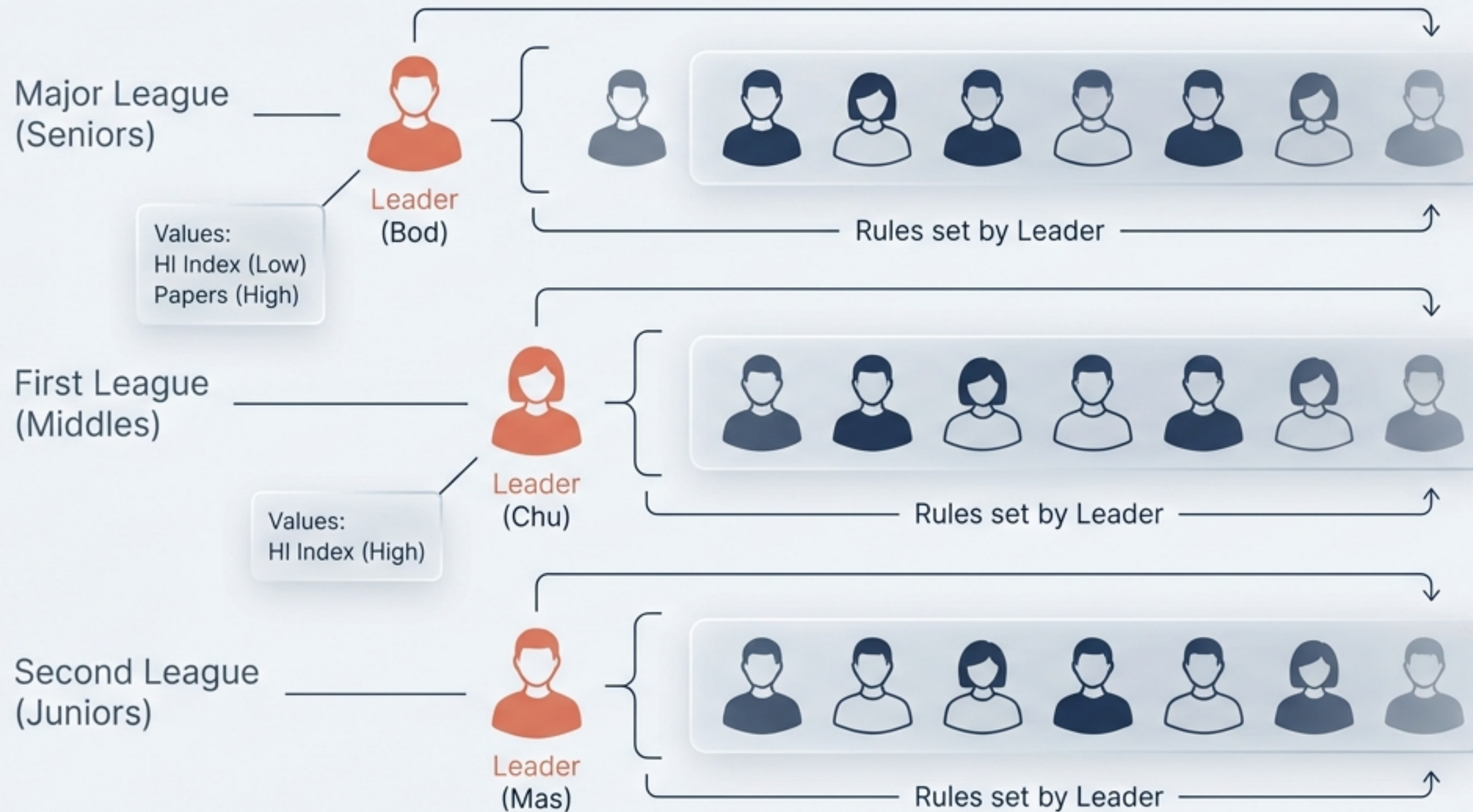


We replace “gut feeling” with Matrix Multiplication. The Administration publishes its Value System ( $AVS_a$ ) in advance. This vector acts as a filter through which the raw staff results ( $R_p$ ) are processed to generate an indisputable Ranking.



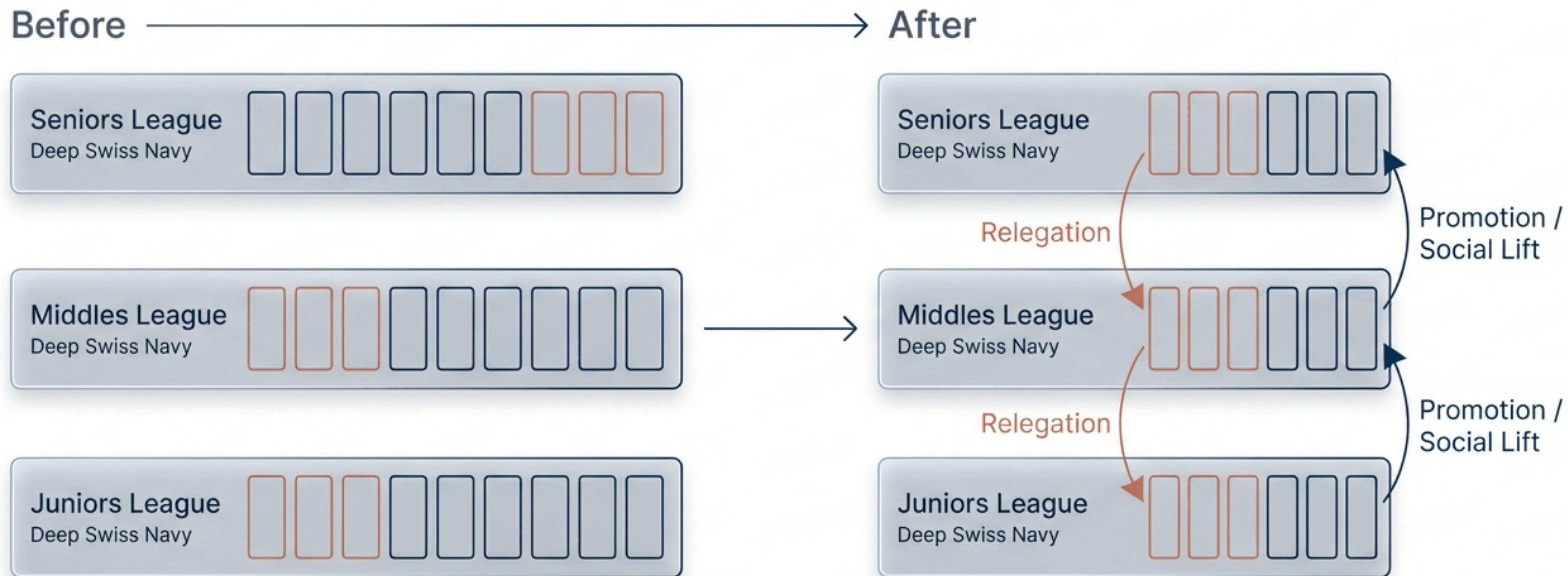
# Scenario A: The Academic Leagues

Localized competition prevents stagnation.





# Scenario B: Social Lift and Dynamic Mobility

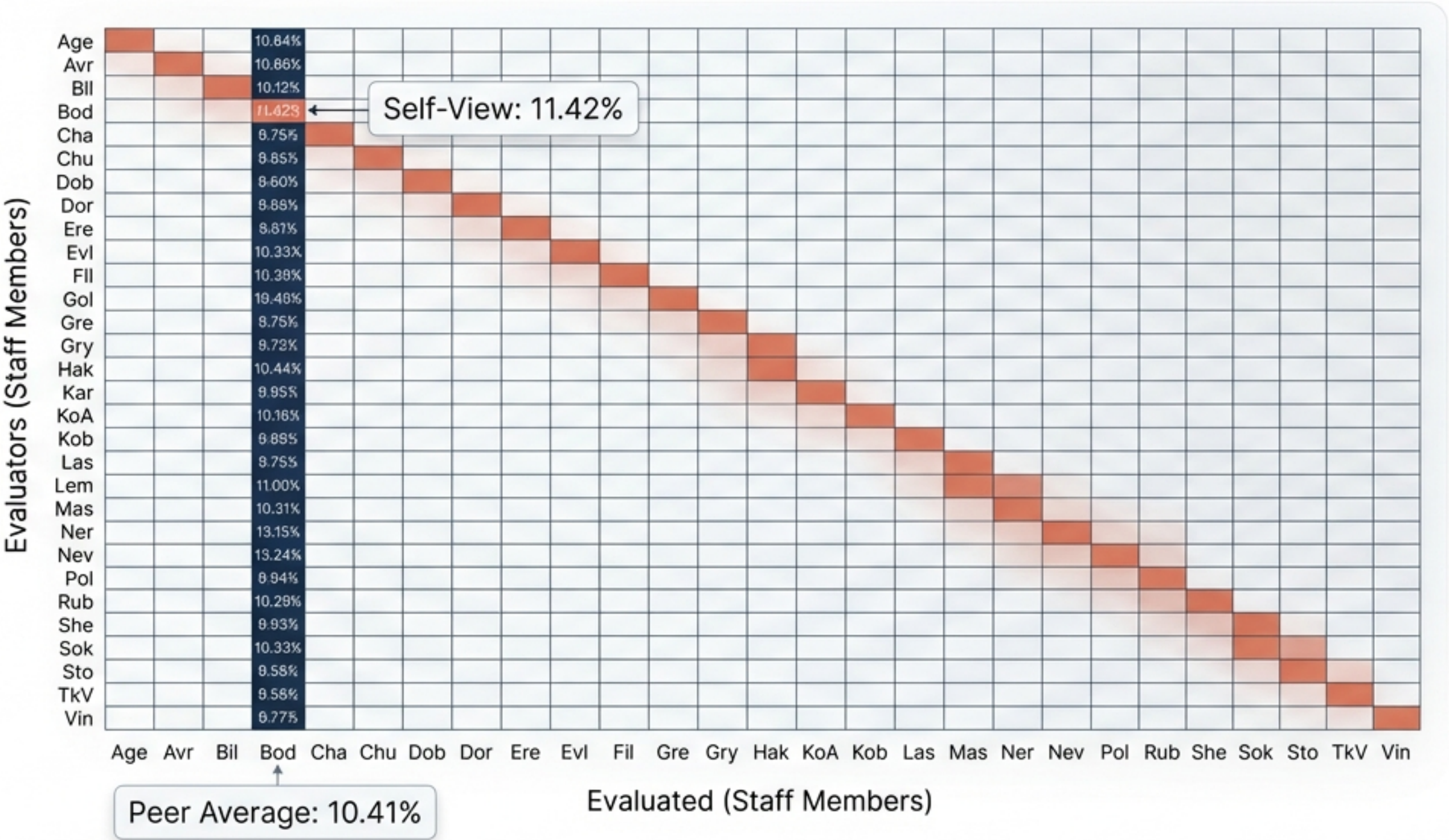


The 'Social Lift' motivates the middle tier and warns the elite against complacency.



# Scenario C: Participative Democracy

**Group Self-Assessment:** Everyone assesses everyone.



The Democratic Assessment (\$DA\$) vector captures the collective intelligence of the organization, bypassing administrative bias.



# Scenario D: Weighted Democracy (The Compromise)

$$CR = ||AR|| \times ||PR||$$



A negotiated reality where expert status is earned through objective results.



# Scenario E: Expert Democracy

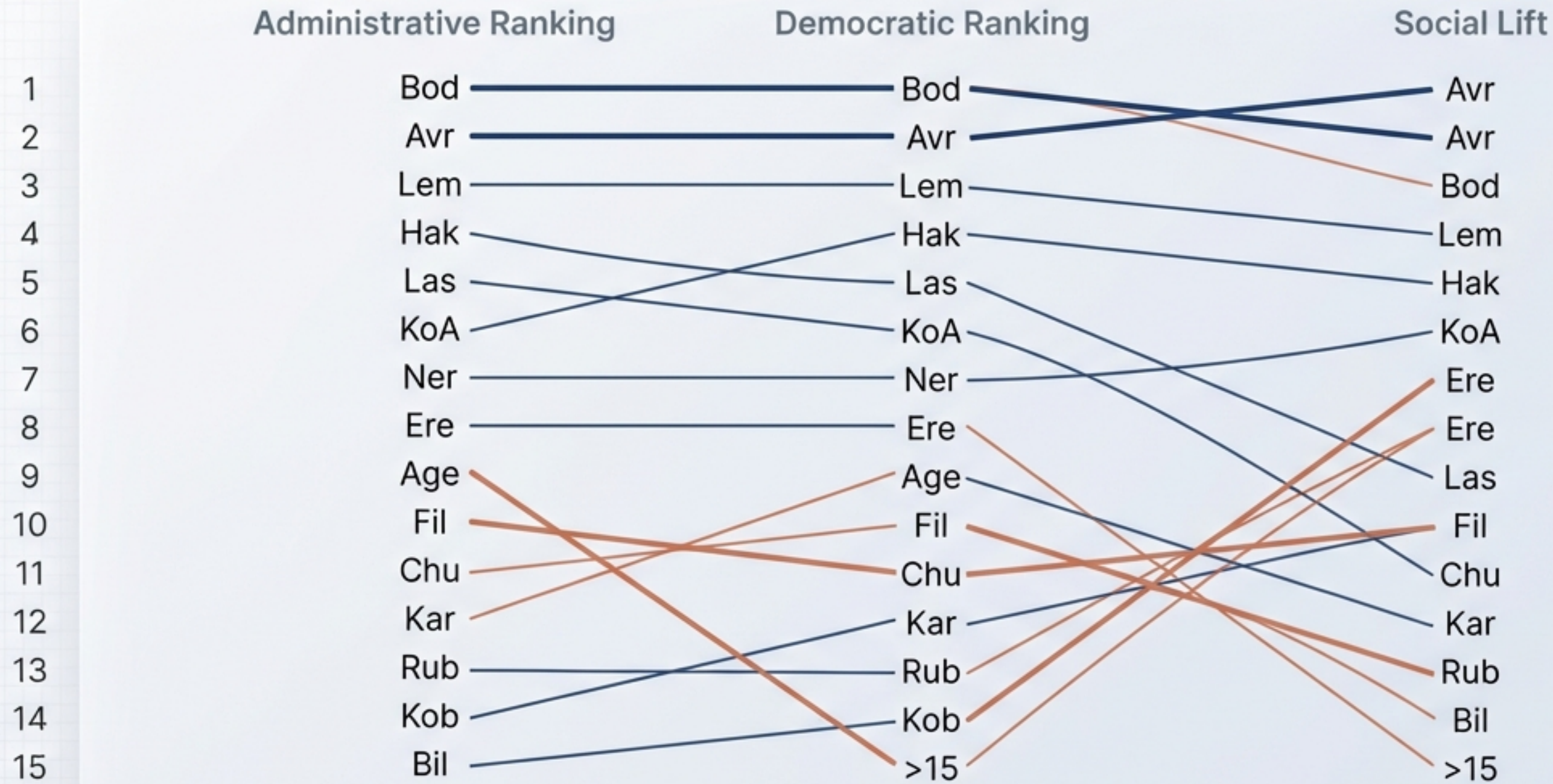
Do the elite speak the same language?



True high performers—whether selected by admin or peers—tend to share a 'Premium Value System'. The ranking remains stable.



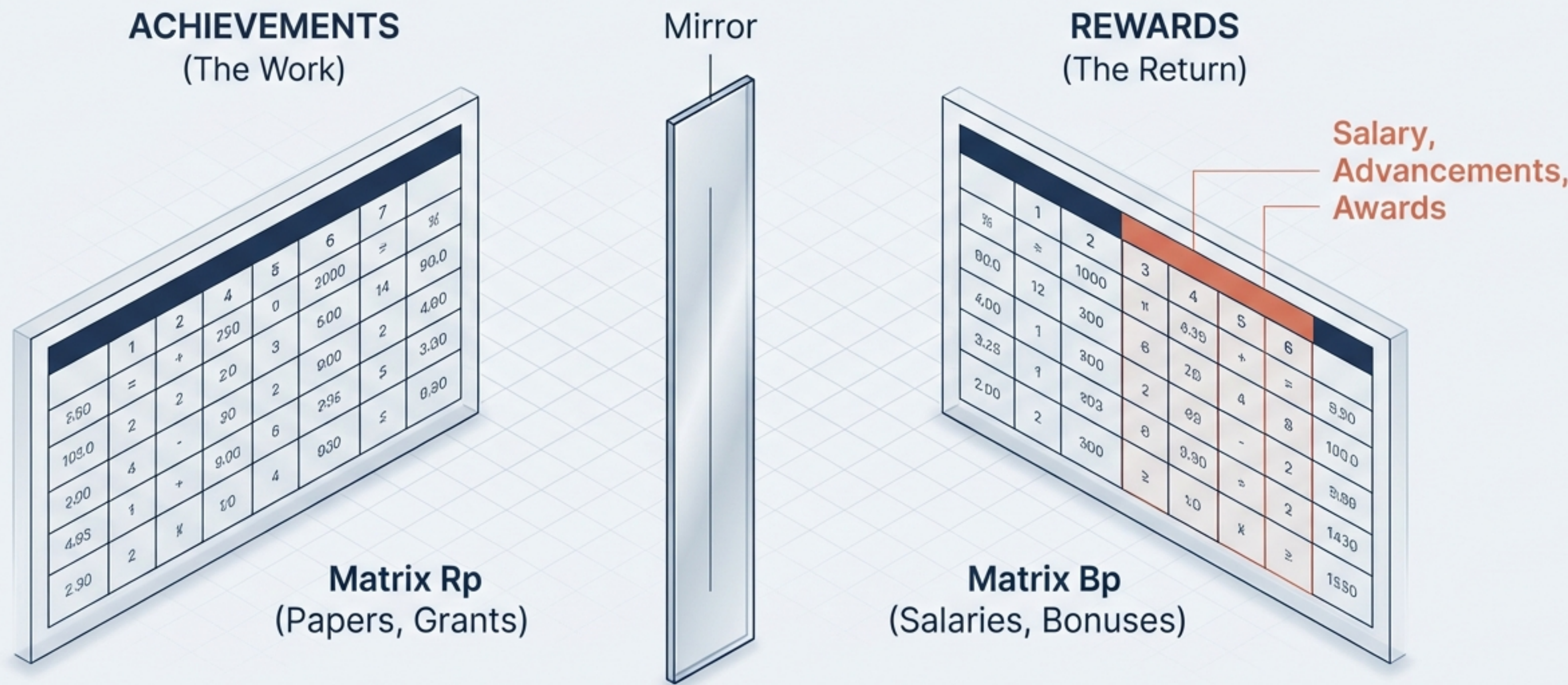
# The Dichotomy of Ranking: No Single Truth



Consensus exists at the top and bottom. The cultural friction is revealed in the Middle, where administrative and democratic values clash.



# The Analytical Mirror: Achievements vs. Rewards



To measure justice, we must analyze the input (work) and the output (reward) with identical mathematical rigor.



# The Analytics of Justice: Quantifying the Gap

29.7%

Overall Injustice Value

Achievement Ranking (\$AR\$)

Reward Ranking (\$ABR\$)

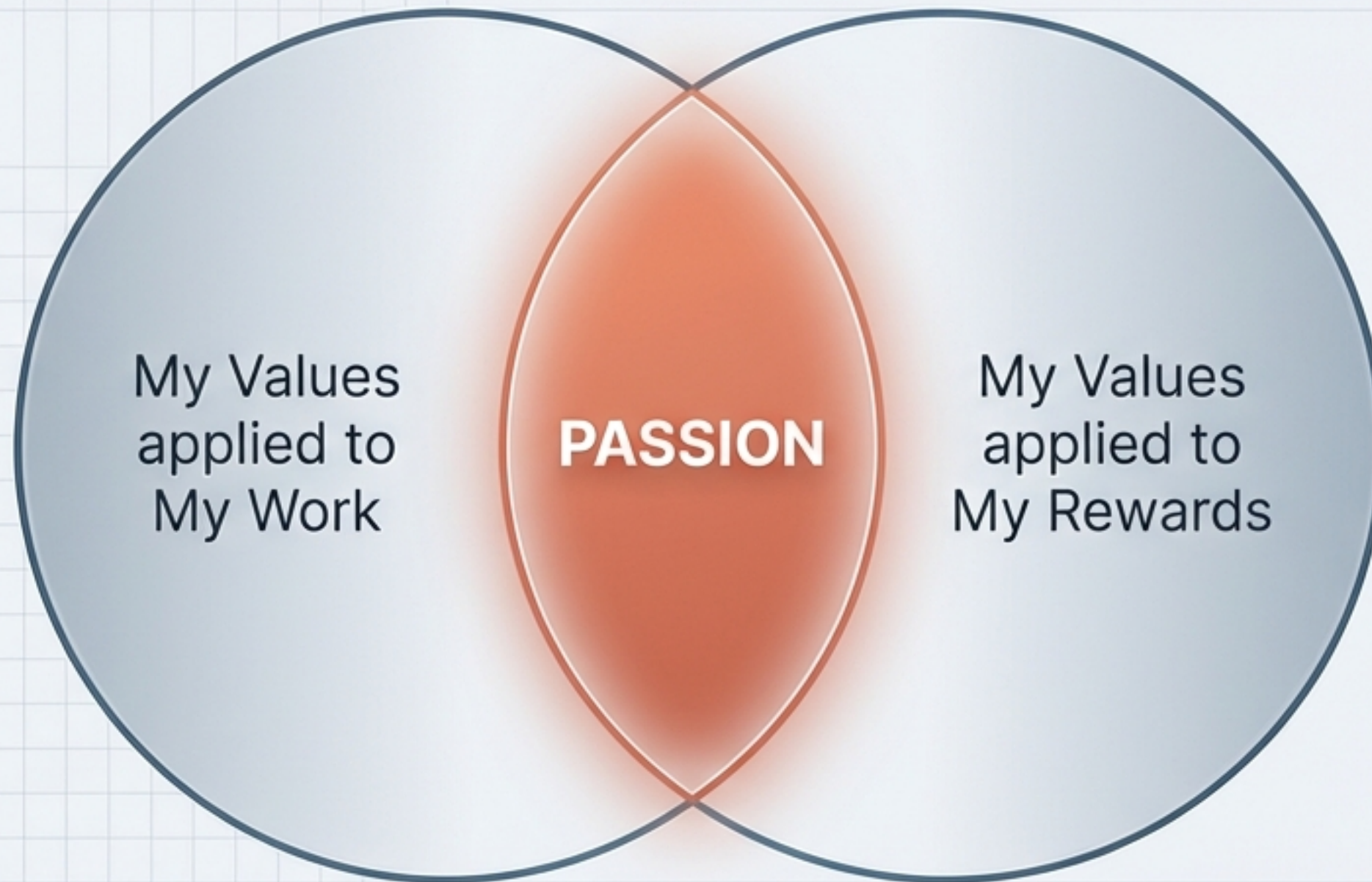
Score-Distance (Gap)

High distance = Punishing the innocent or rewarding the uninvolved.



# The Analytics of Work Passion

$$WP = || \text{Intrinsic Values} \oslash \text{Extrinsic Values} ||$$



The engines of the **university**:  
The top **25%** of **personnel** hold a disproportionate share of the **Passion Score**.

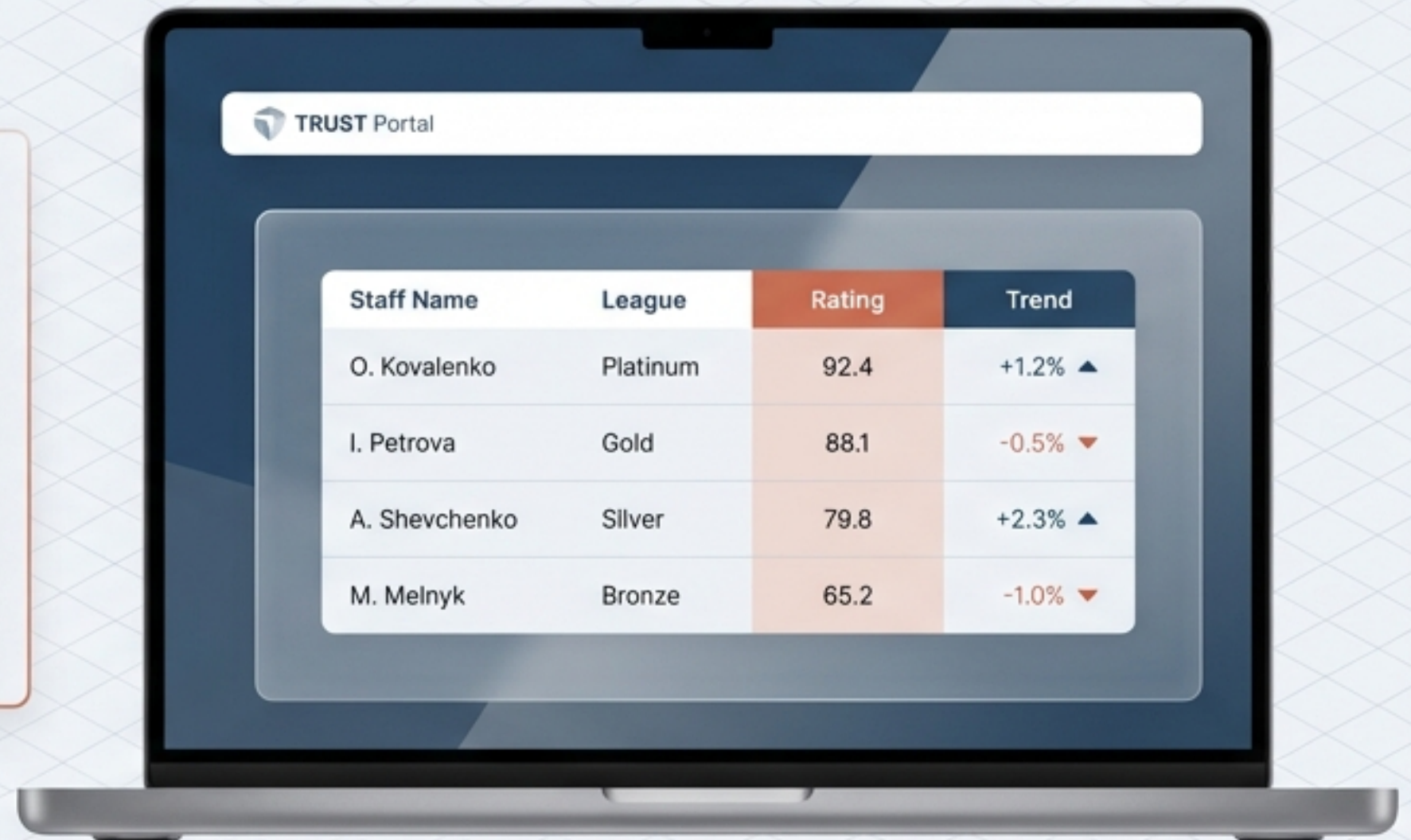
Based on tabular data distribution of passion scores.



# Case Study: The TRUST Portal at NURE

Kharkiv National University of Radio Electronics

The disclosure of criteria allows a person to remain principled. You cannot adjust your values to fit your results if your values are public record.



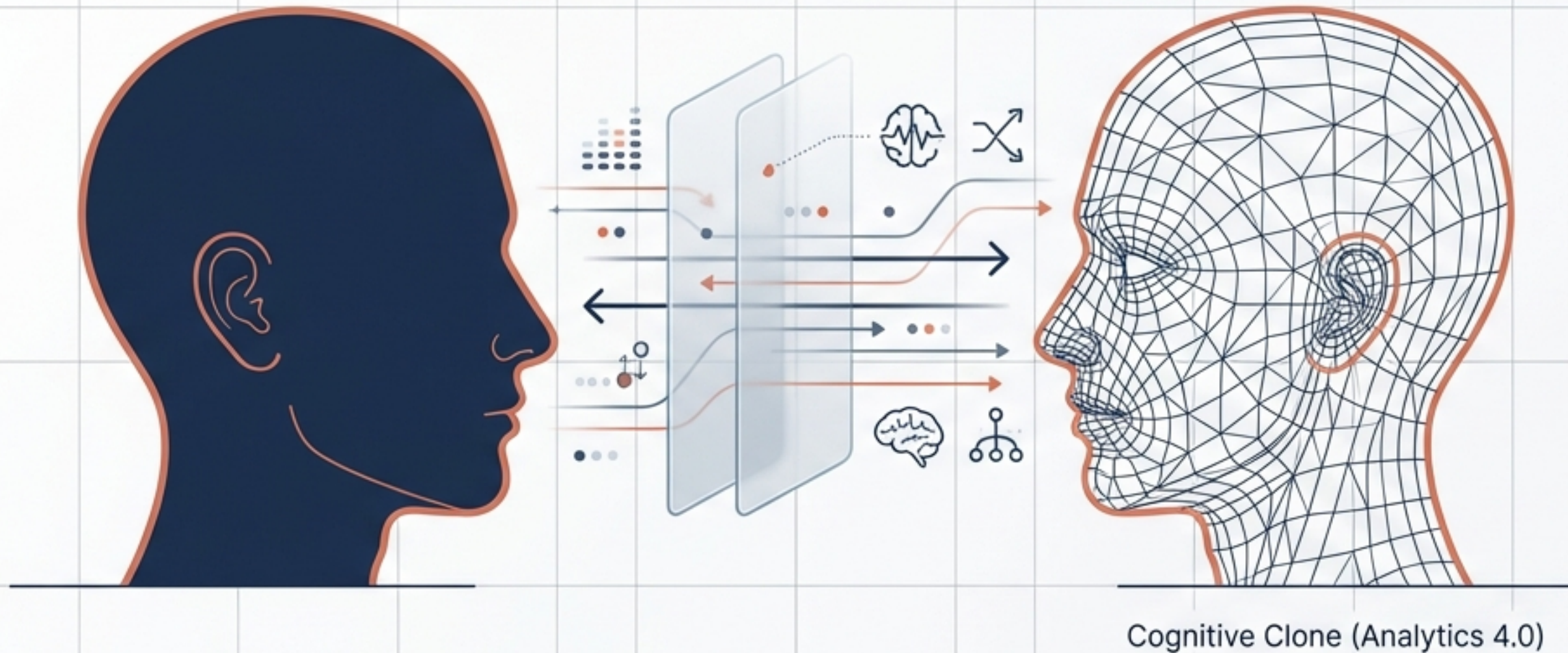
The image shows a laptop screen displaying the 'TRUST Portal' interface. The portal features a table with the following data:

Staff Name	League	Rating	Trend
O. Kovalenko	Platinum	92.4	+1.2% ▲
I. Petrova	Gold	88.1	-0.5% ▼
A. Shevchenko	Silver	79.8	+2.3% ▲
M. Melnyk	Bronze	65.2	-1.0% ▼

Implemented successfully to identify hidden leaders and expose the gap between **Administration** and **Staff** perceptions.



# The Future: Toward the 'Transparent Mind'



From “Black Box” governance to 24/7 transparent assessment.  
Using AI to clone decision models (\$AVS\$ Vectors) allows digital agents  
to negotiate fair compromises based on explicit **human values**.

**Build trust through Deep Evidence.**