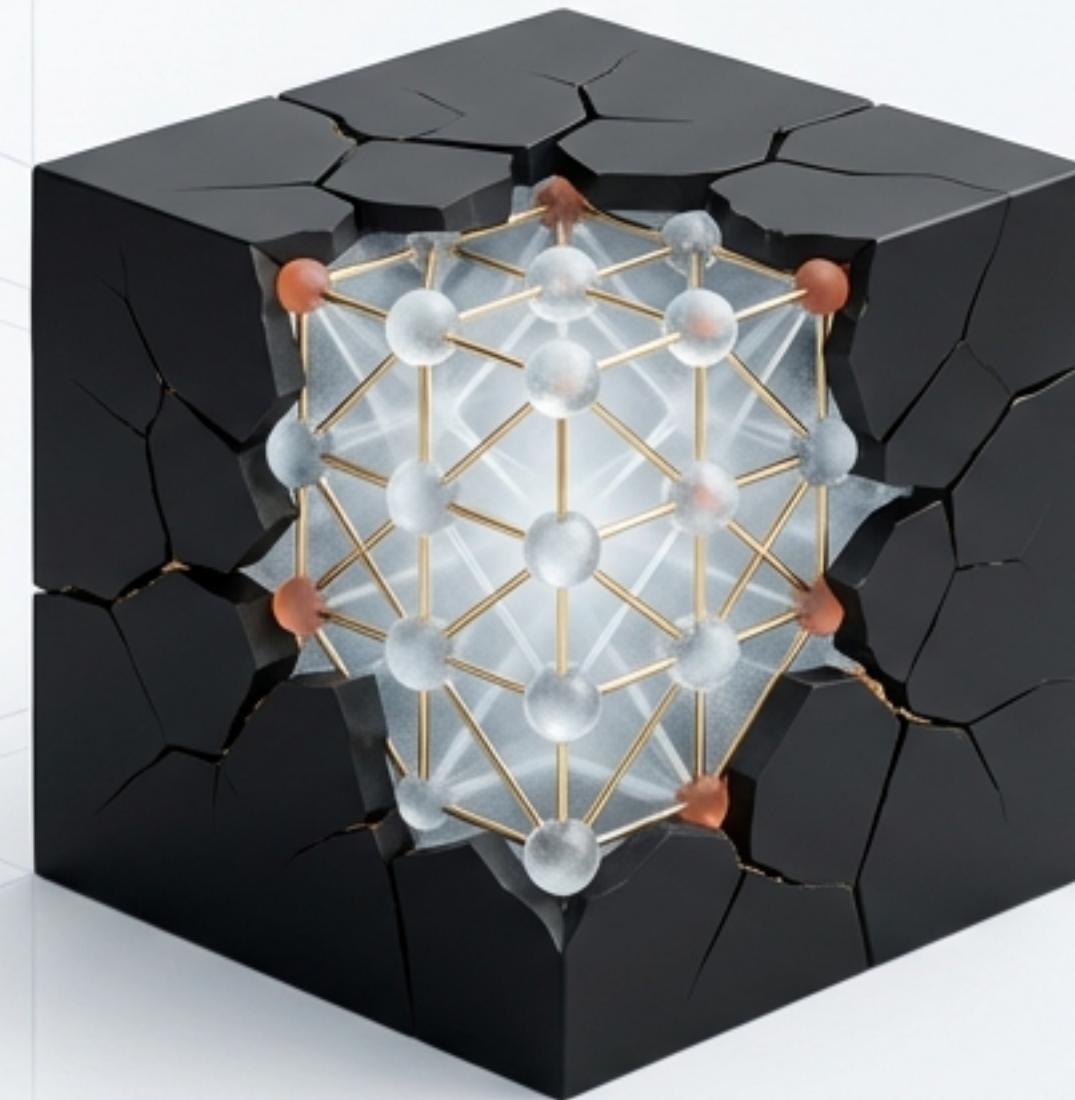


# Beyond Gut Feeling: Deep Evidence Analytics for University Governance

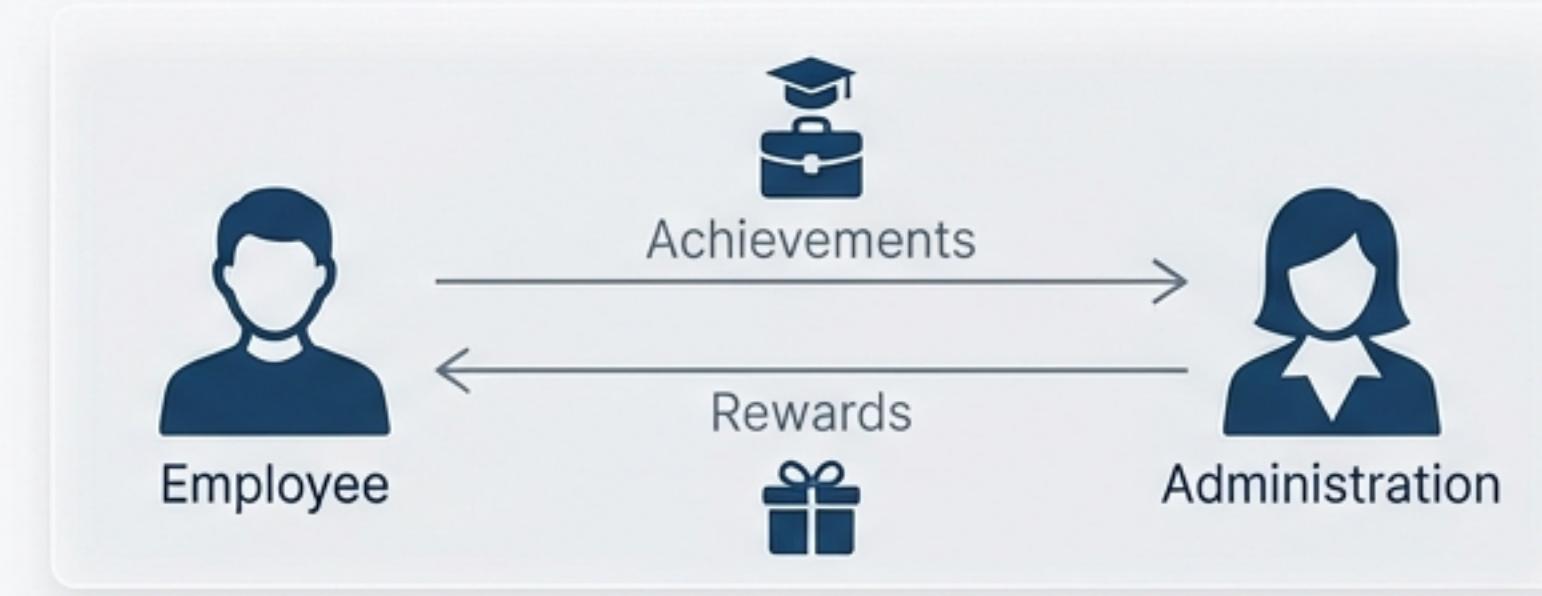


Harmonizing Administration-Staff Compromises through the TRUST Portal

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?

Transparent Model:  
Comparative



**RANKING**

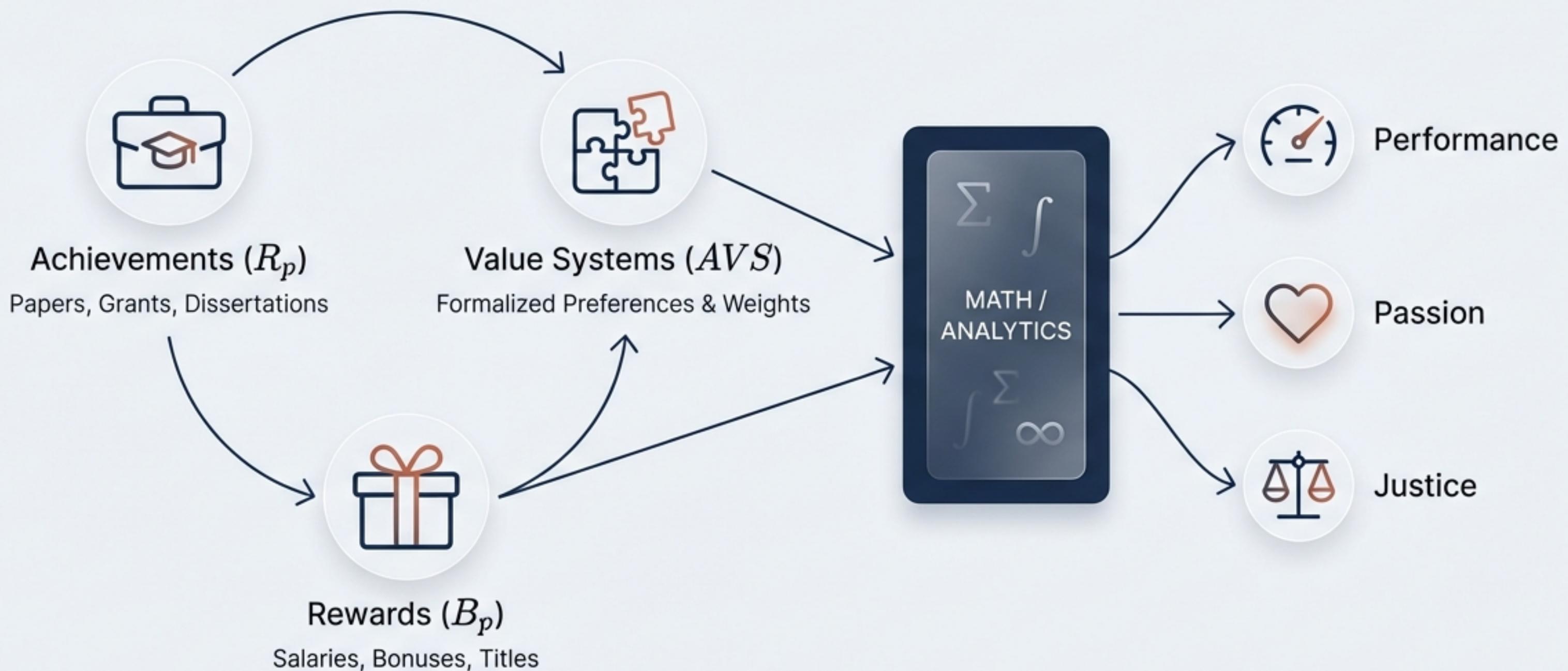
What is your result  
(among others)?

**The Conflict:**  
Justice is relative.  
Administration values  
objective results  
(KPIs).

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

**Subjectivity** creates  
the gap.

# The Deep Evidence Model: Three Layers of Transparency



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

$AVS_a$  (The Lens)

HI Index: 0.38	Papers: 0.28	Head DD: 0.22	Head KD: 0.12
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$R_p^T$  (The Data)

Staff	HI	Papers	Head DD	Head KD
Age	11	0	0	0
Avr	17	5.28	0	3
Bod	25	1.35	2	5

$AR$  (Ranking Score)

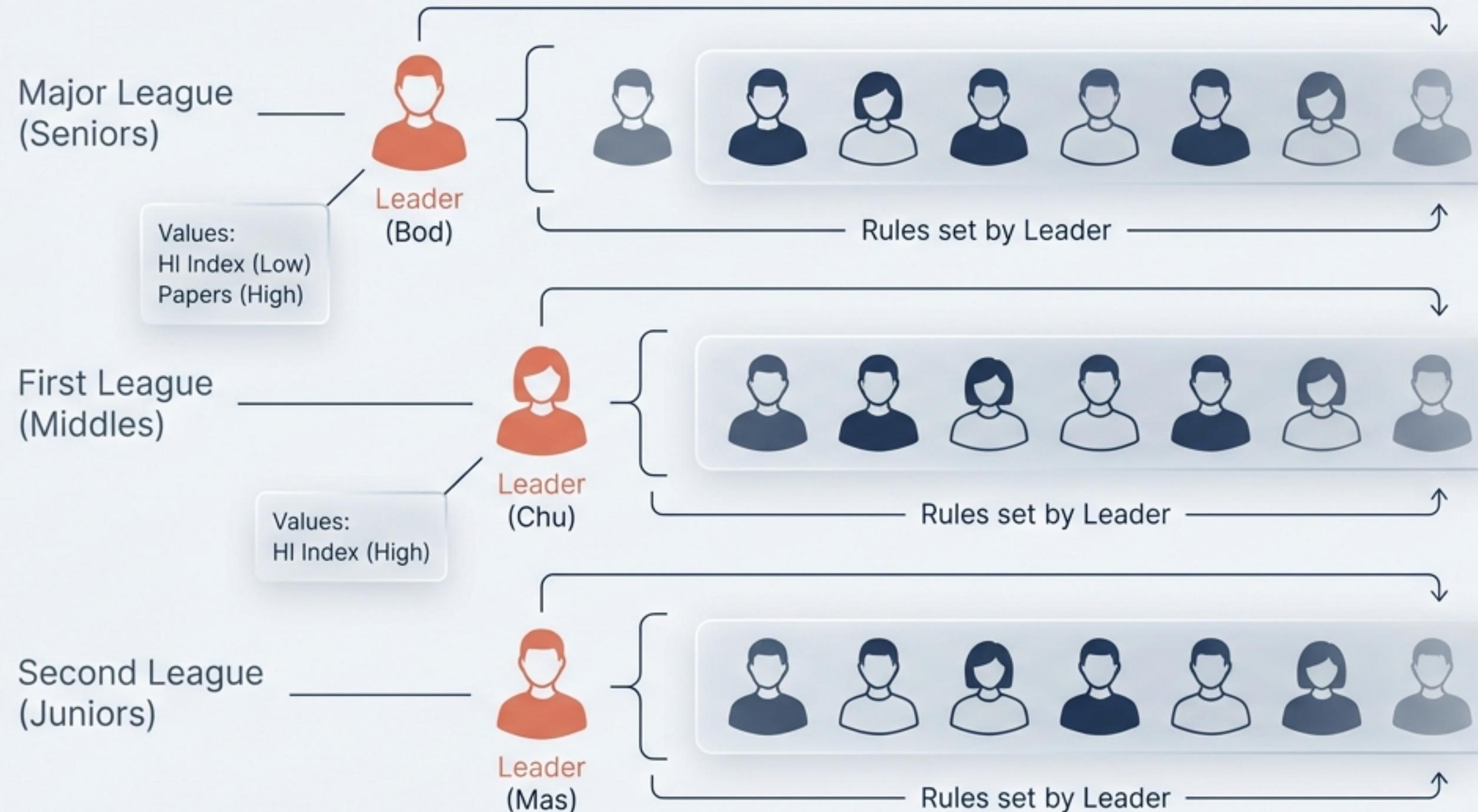



$$\text{Formula: } AR = AVS_a \times R_p^T$$

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.

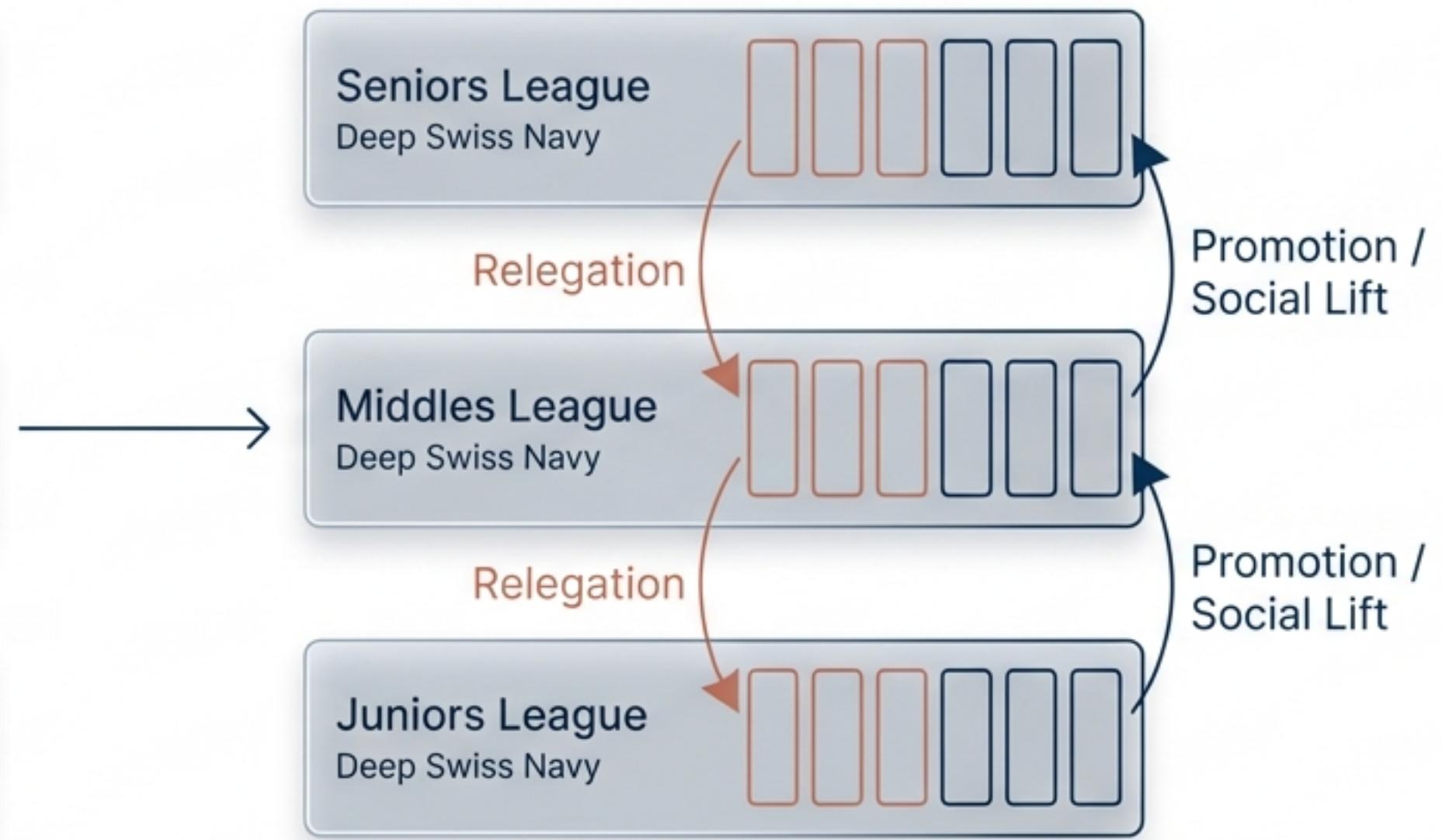
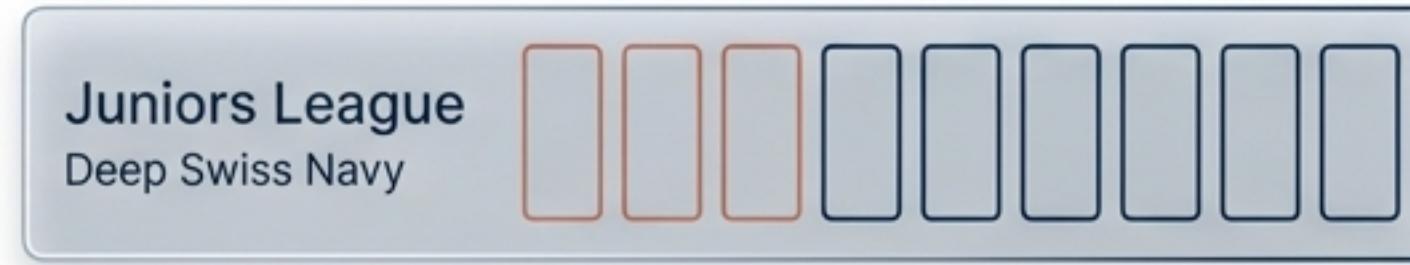
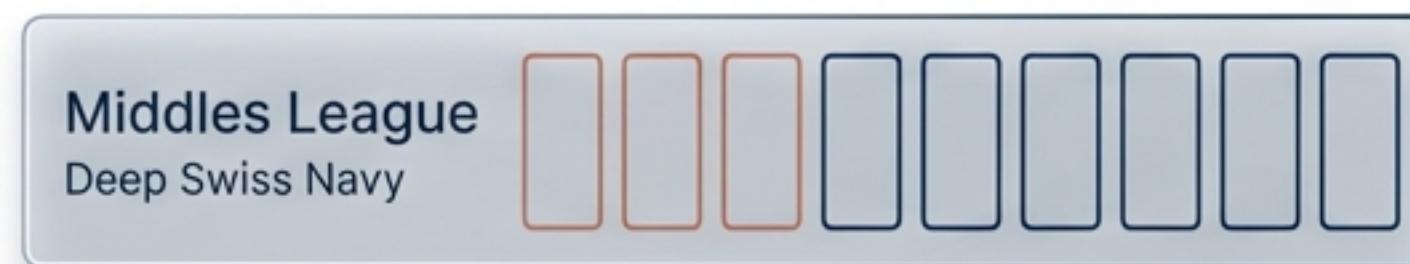
# Scenario A: The Academic Leagues

Localized competition prevents stagnation.



# Scenario B: Social Lift and Dynamic Mobility

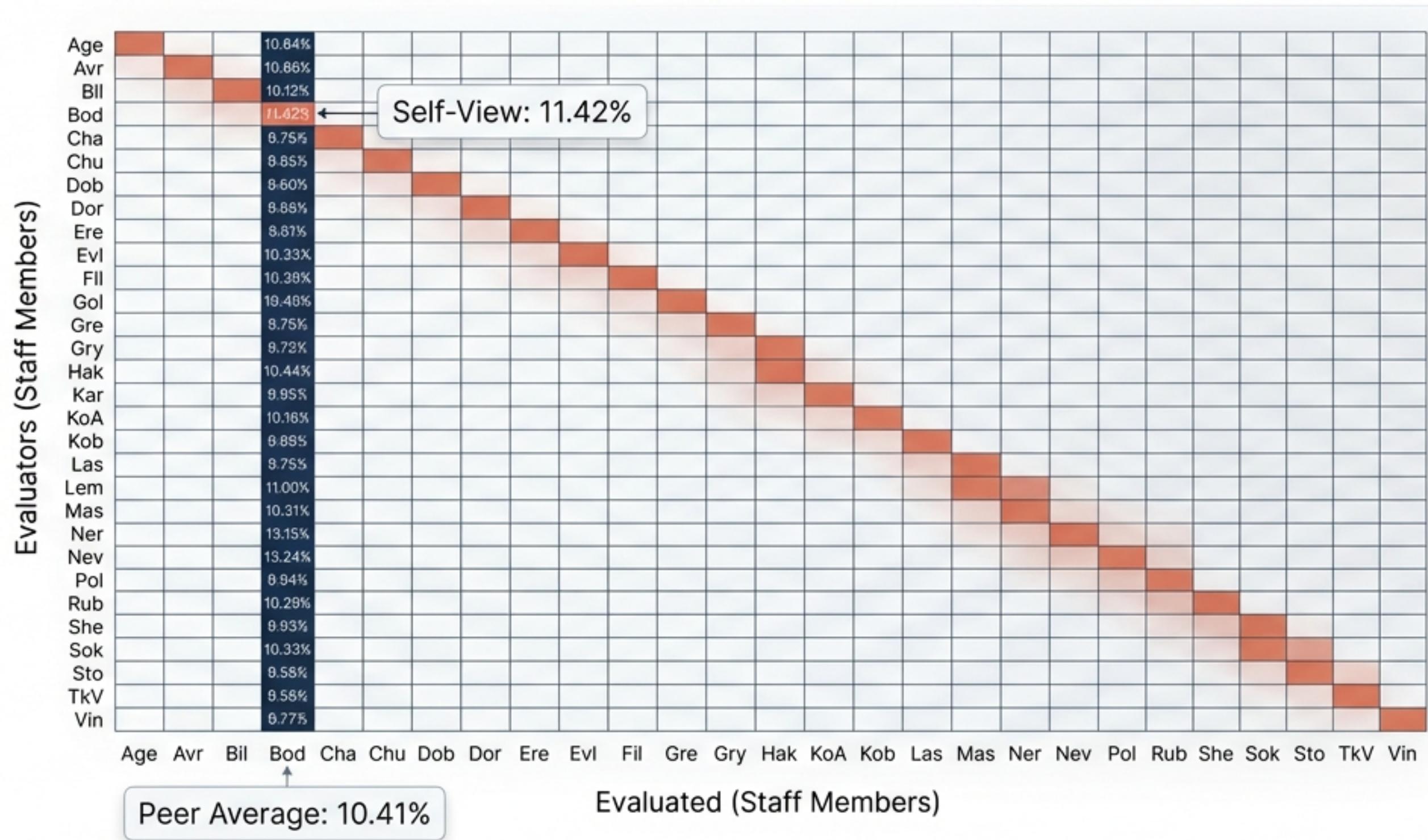
Before → After



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)

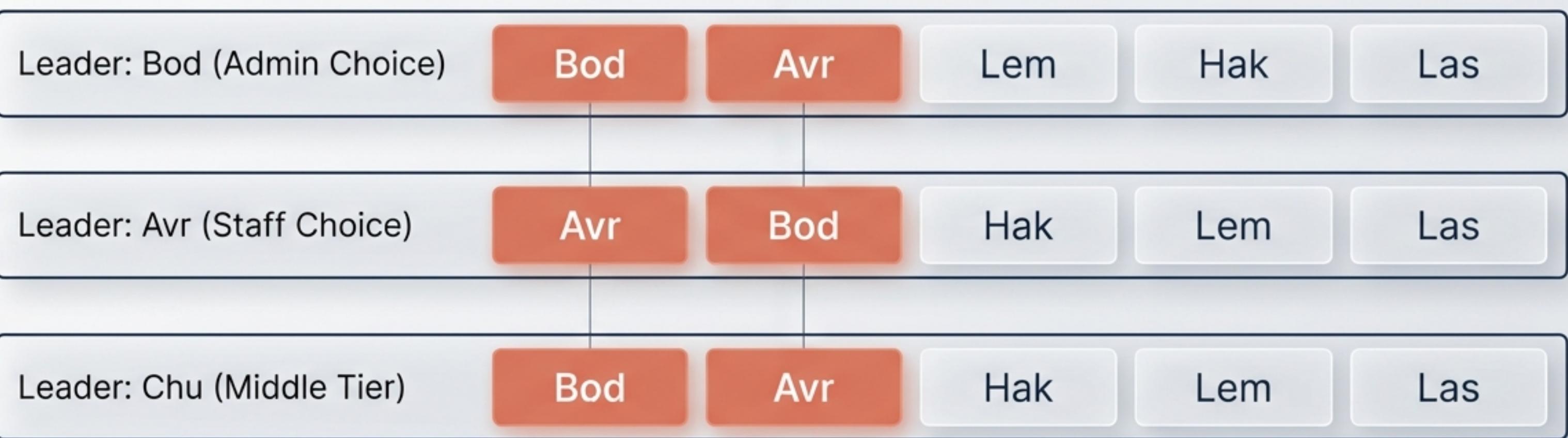
$$CR = ||AR|| \times ||PR||$$



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

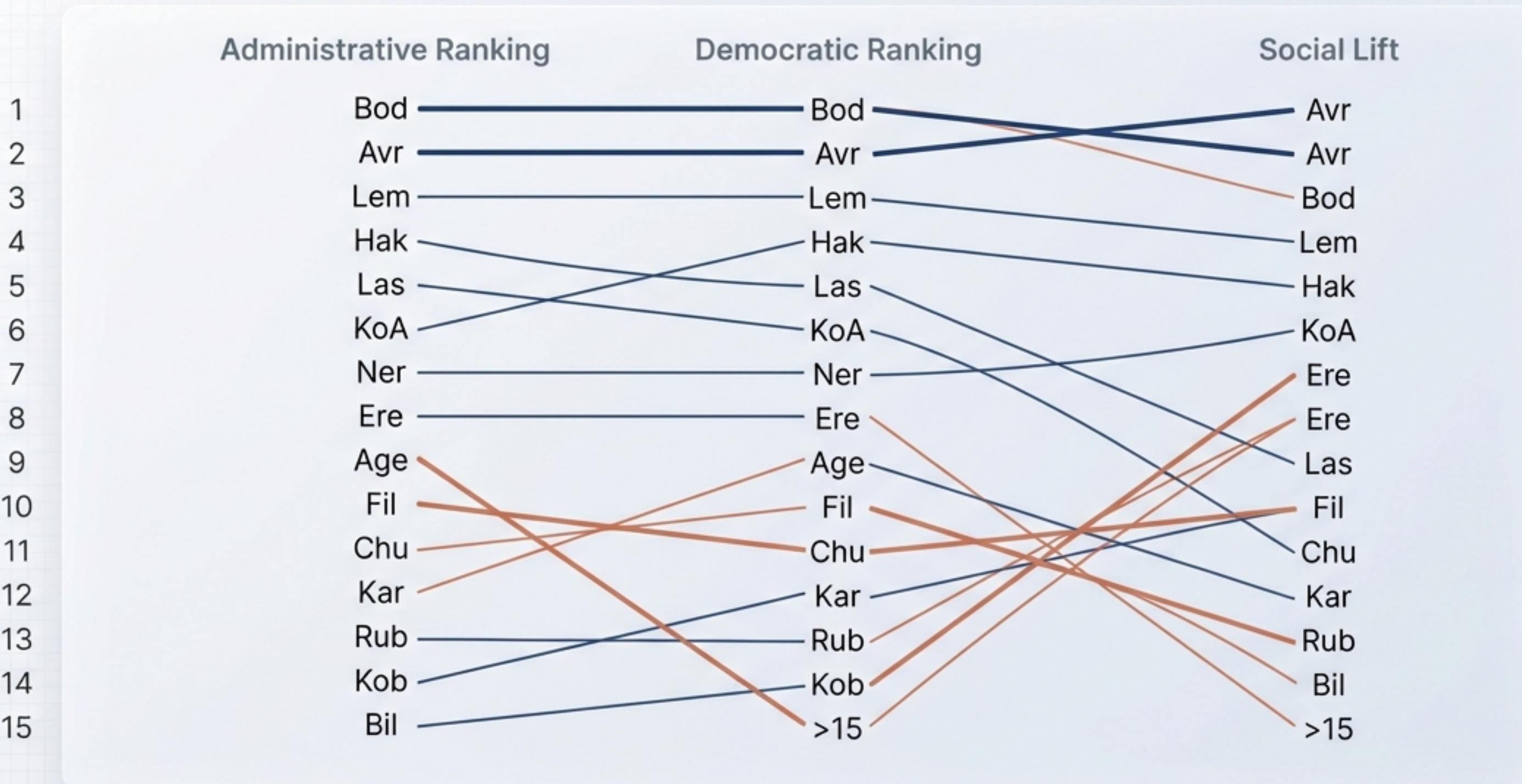
# Scenario E: Expert Democracy

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

**ACHIEVEMENTS**  
(The Work)

Matrix Rp  
(Papers, Grants)



1000	2000	300	400	500	600	700	800	900	1000
2000	3000	400	500	600	700	800	900	1000	1100
300	400	500	600	700	800	900	1000	1100	1200
400	500	600	700	800	900	1000	1100	1200	1300
500	600	700	800	900	1000	1100	1200	1300	1400
600	700	800	900	1000	1100	1200	1300	1400	1500
700	800	900	1000	1100	1200	1300	1400	1500	1600
800	900	1000	1100	1200	1300	1400	1500	1600	1700
900	1000	1100	1200	1300	1400	1500	1600	1700	1800
1000	1100	1200	1300	1400	1500	1600	1700	1800	1900

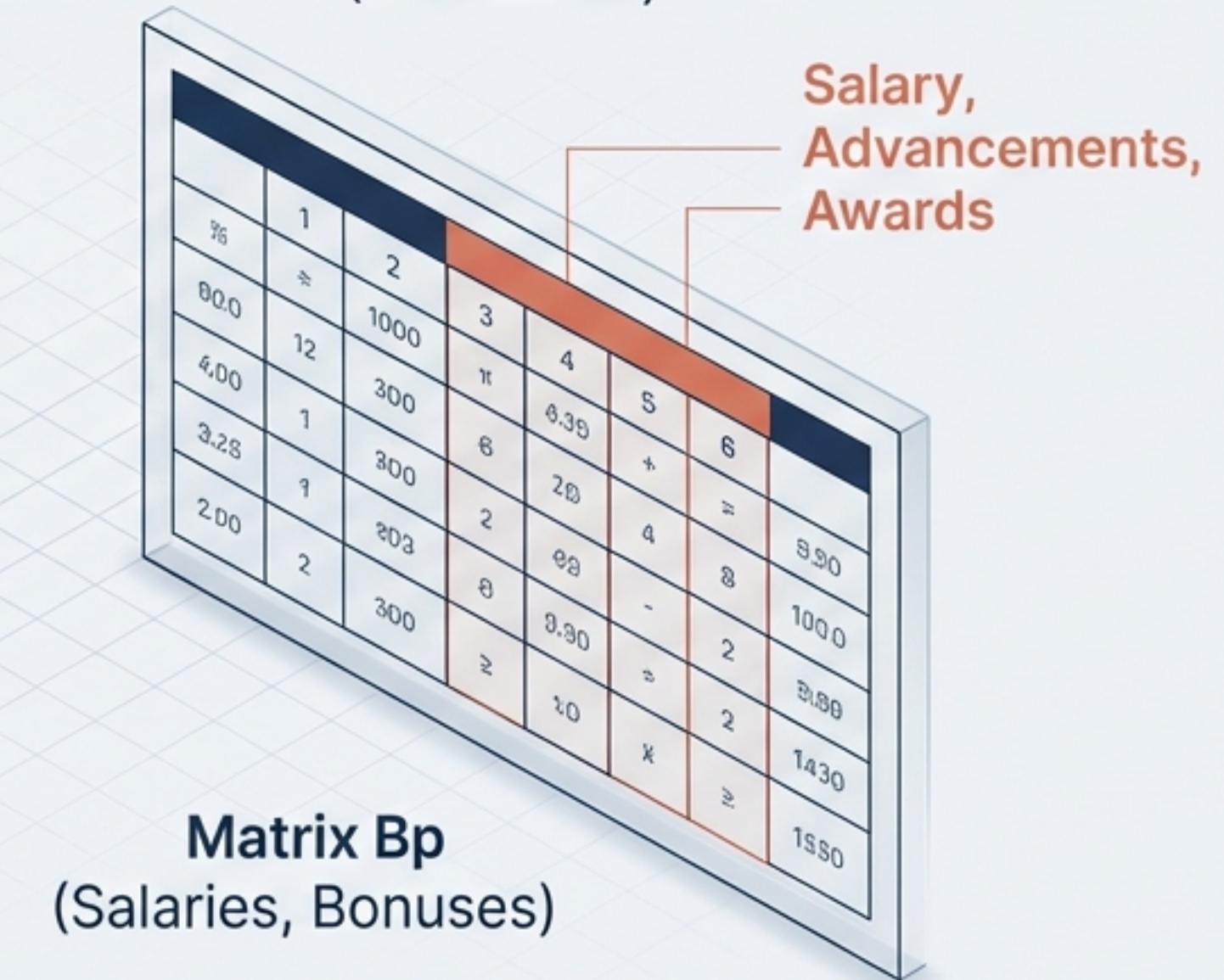
Mirror



**REWARDS**  
(The Return)

Salary, Advancements, Awards

Matrix Bp  
(Salaries, Bonuses)



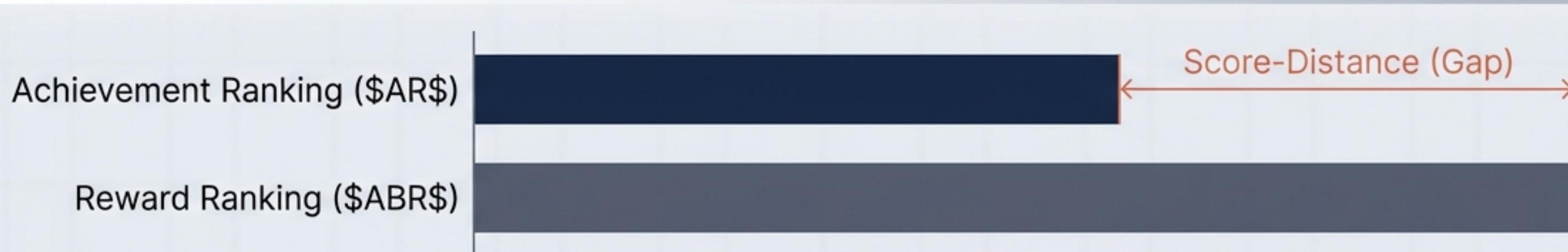
1000	2000	300	400	500	600	700	800	900	1000
2000	3000	400	500	600	700	800	900	1000	1100
300	400	500	600	700	800	900	1000	1100	1200
400	500	600	700	800	900	1000	1100	1200	1300
500	600	700	800	900	1000	1100	1200	1300	1400
600	700	800	900	1000	1100	1200	1300	1400	1500
700	800	900	1000	1100	1200	1300	1400	1500	1600
800	900	1000	1100	1200	1300	1400	1500	1600	1700
900	1000	1100	1200	1300	1400	1500	1600	1700	1800
1000	1100	1200	1300	1400	1500	1600	1700	1800	1900

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%**

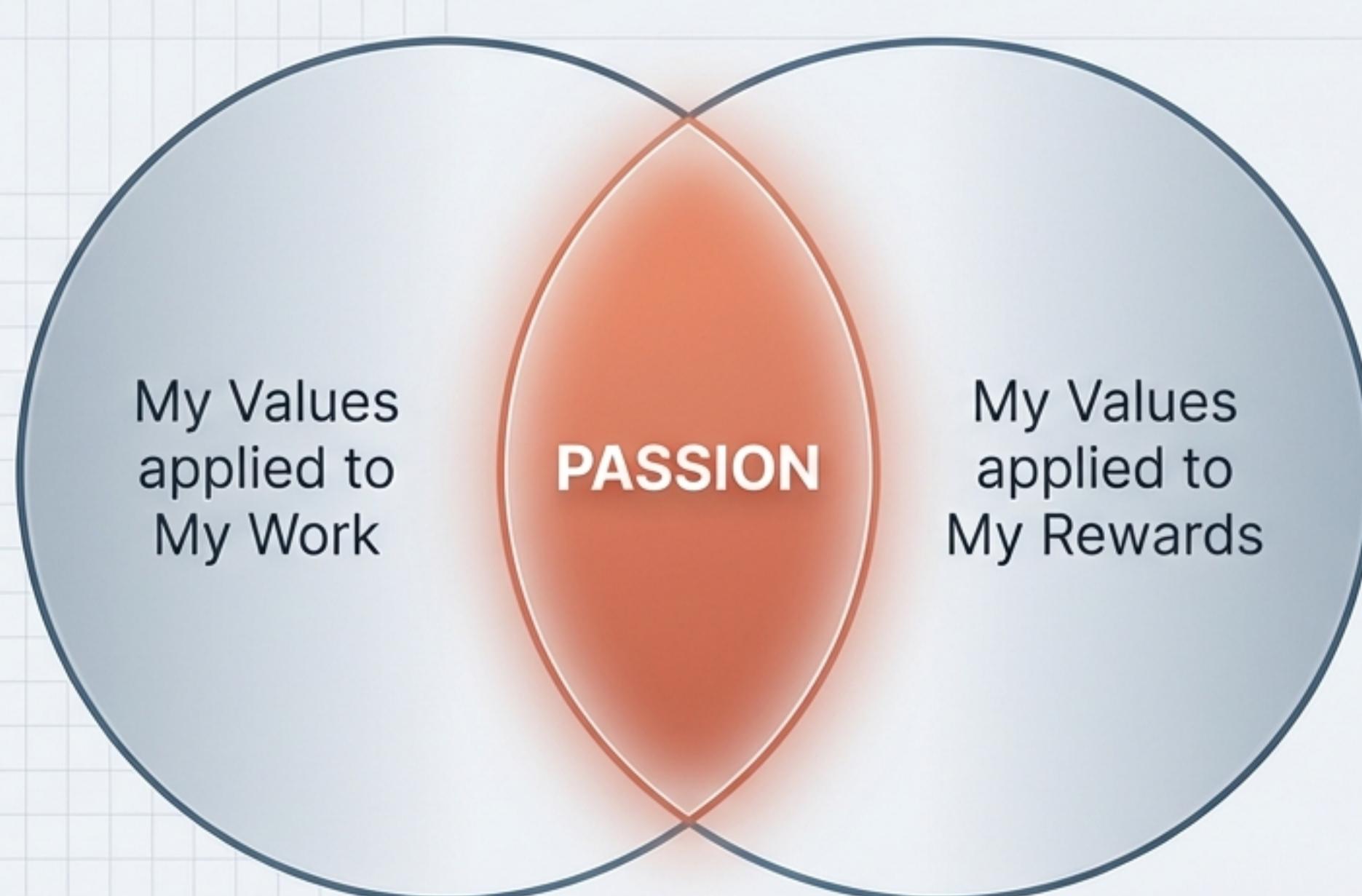
Overall Injustice Value



**High distance** = Punishing the innocent or rewarding the uninvolved.

# The Analytics of Work Passion

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



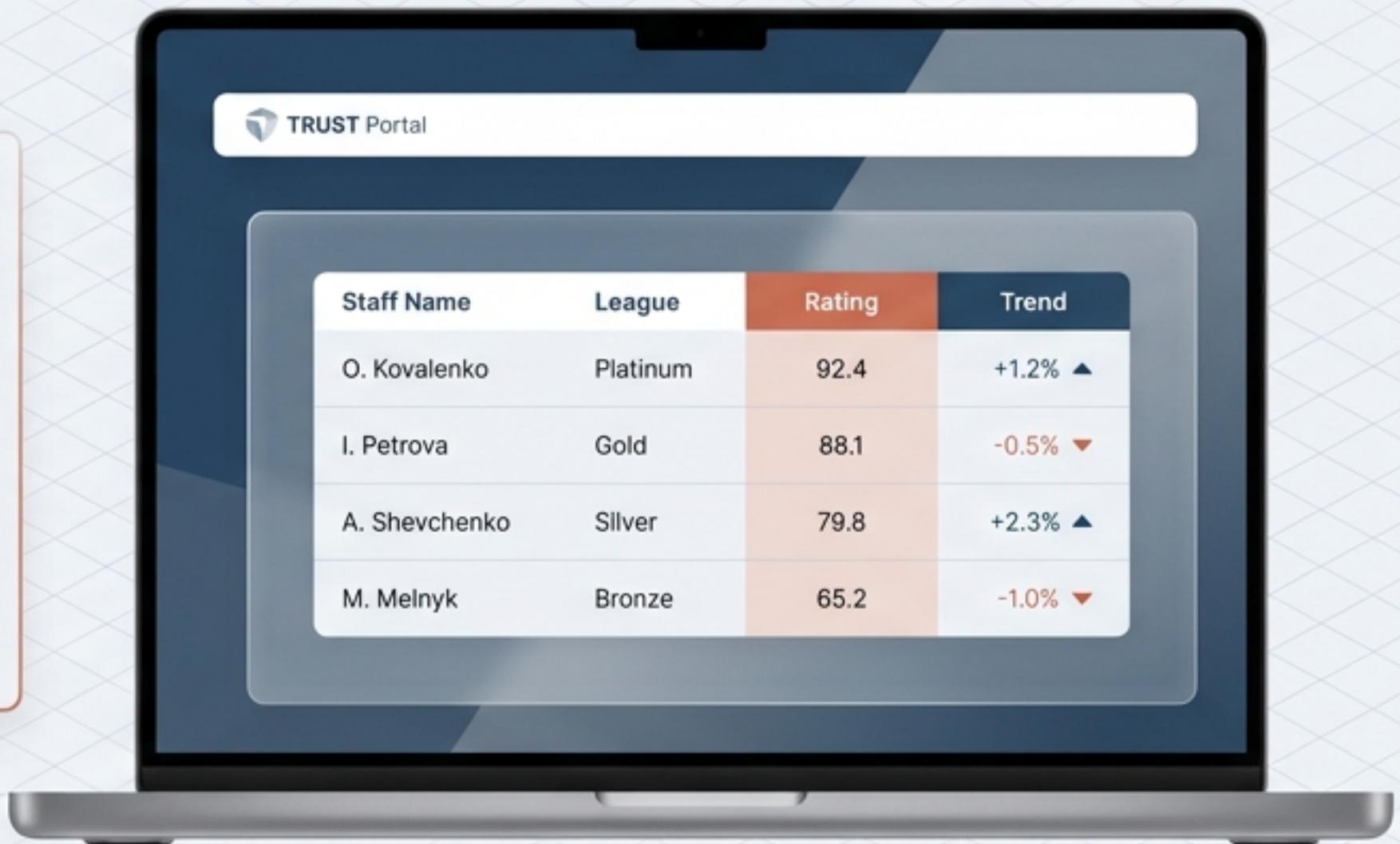
The engines of the **university**: The top **25%** of **personnel** hold a disproportionate share of the **Passion Score**.

Based on tabular data distribution of passion scores.

# Case Study: The TRUST Portal at NURE

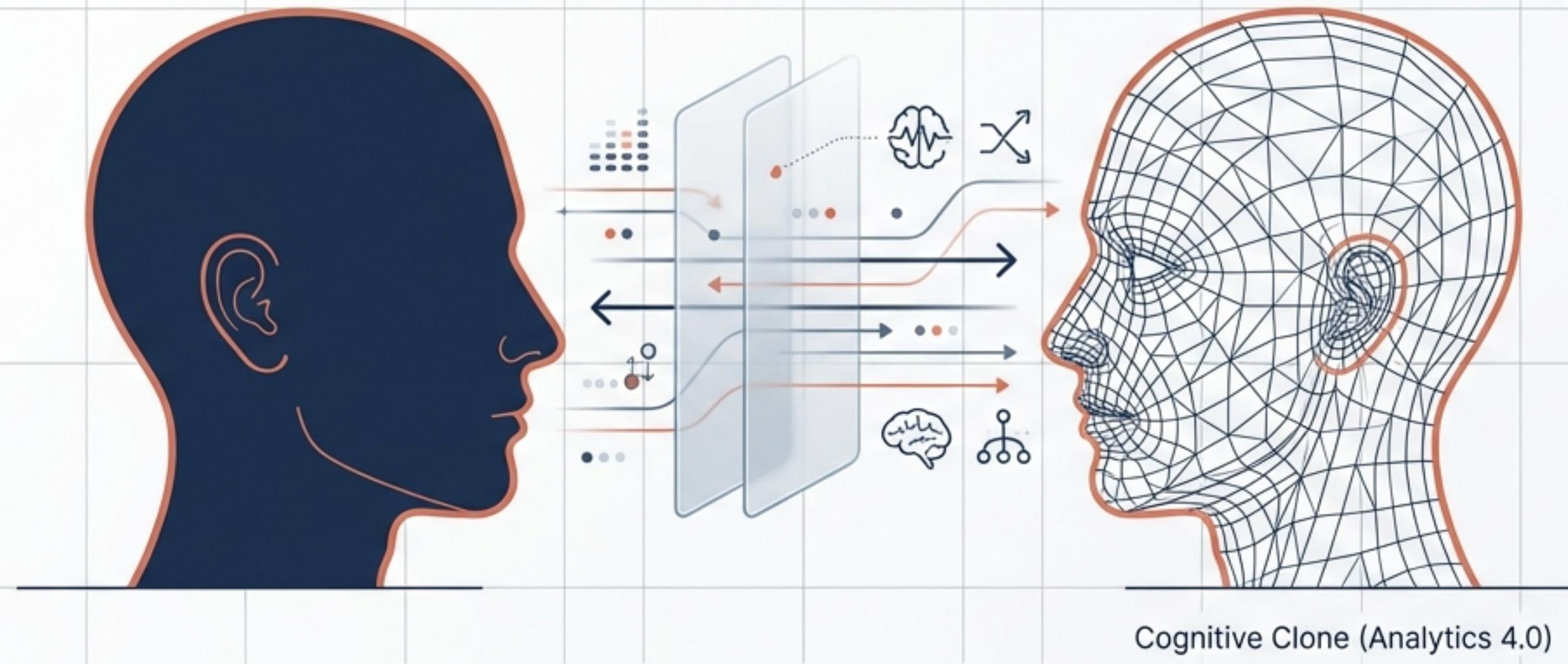
Kharkiv National University of Radio Electronics

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.



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.**