

ACTION PLAN 2026-2029

No.	Task/activity	Lead time	Responsible unit Monitoring and indicators
Pillar 1 ETHICAL AND PROFESSIONAL ASPECTS			
4	Professional attitude	Vice-Rector for Research and Innovations Vice-Rector for Digital Development Vice-Rector for Organization and Infrastructure Vice-Rector for Community Development and Integration	
4.1	Goal: Raising awareness among researchers of the university's strategic goals. Information activities: • emails sent to the university's staff • information in the university's internal information bulletin eBiP.	2026-2027	<i>Communications Department</i> - information on the university's strategic objectives as part of communication within eBiP (ebip@pwr.edu.pl)
4.2	Goal: Strengthening the implementation of research in the University's priority research areas: • Rector's program the "Research team support" program for teams of WUST researchers– regulations, assessment rules, efficiency in 2026 (new editions depend on the university's own financial resources) • Rector's program for supporting scientific events 2026 – support for the organization of conferences, workshops and other scientific events by university's units or staff, the events are in agreement with the research priorities defined in the Strategy of the University	2026 (resumption subject to the University's own financial resources)	<i>Department of Science and Research</i> - number of submitted applications (wsparciebadan@pwr.edu.pl) - % number of granted applications - number of financed events
4.3	Goal: Increased awareness in the field of Priority Research Areas (POB): • the employee's scientific achievements are linked with POB as the employee documents their scientific achievements in the internal DONA database	2026-2027	<i>WUST Libraries</i> - number of registered research studies with assigned POB
4.4	Goal: Increased support for researchers in applying for research grants – continuation and development of a comprehensive support system for obtaining funds under national and international competitions for research activities, increasing competencies, etc. • individual consultations for researchers at various stages of project preparation (concept, budget, schedule, formal aspects, implementation); • support in interpreting competition documentation and requirements of funding institutions; • analysis of application-related statistics and identification of the most common errors found in grant applications, so as to improve the	2026-2029	<i>Department of Projects</i> - number of submitted national projects - number of submitted international projects - evaluation of the effectiveness of applications in national projects (% share of projects with funding granted in relation to the total number of submitted projects) - evaluation of the effectiveness of applications in international projects (% share of projects with funding granted in relation to the total number of submitted projects)

	quality of submitted applications; • monitoring the effectiveness of support activities.		
4.5	Goal: Increased up information activities by developing information-communication tools: • updates to the Department of Projects website (PL / ENG) • preparation of the Newsletter of the Department of Projects in Polish and in English. • qualitative improvements to the project database.	2026-2027	<i>Department of Projects</i> - website of the <u>Department of Projects</u> - number of newsletters sent from the Department of Projects dp@pwr.edu.pl to researchers
4.6	Goal: Providing increased support for researchers when applying for research grants: • repeated trainings and workshops to provide information on grant programs and guidelines for preparing grant applications; - specialised trainings on the most common errors	2026-2029	<i>Department of Projects</i> - number of trainings / number of participants
4.7	Goal: Raising awareness of HR Excellence within administrative units: • the use of the HR Excellence logo by administrative employees at WUST.	2026	<i>Administrative Director</i> - signature in correspondence with units and departments
4.8	Goal: Strengthening the organisation of events in line with the priorities set out in the University Strategy: • Rector's program for supporting integration events and workshops 2026 – events with priorities defined in the Strategy of the University relating to the development of the academic community.	2026	<i>Office of the Vice-Rector for Community Development and Integration</i> - number of events and workshops - number of participants (an indicator of employees' engagement and interest) - photos, information materials
6	Accountability	Vice-Rector for Research and Innovations Vice-Rector for Digital Development	
6.1	Goal: Increased knowledge of researchers about research funding: • informational activities as part of the Open Days of the Department of Projects – financing mechanisms and success criteria in central EC competitions.	2026-2027	<i>Department of Projects</i> - number of organised meetings / webinars - % of scientists
6.2	Goal: Increased knowledge of researchers about research funding: • Uninterrupted access to information and consultations on the acquisition, implementation and settlement of research projects under the Horizon Europe program – “Research Funding Mechanisms”	2026-2028	<i>Wrocław Centre for Technology Transfer (Horizontal Contact Point)</i> - number of consultations - % of scientists
6.3	Goal: Development of researchers' skills	2026-2027	<i>WUST Libraries</i>

	related to the management and sharing of open research data: • collecting information on datasets associated with articles • enabling and assisting in the deposition of datasets in the RepOD collection at WUST • reviews of Data Management Plans (DMP), • support for FAIR, open data, • providing tips on research data repositories.		- information for scientists available on the website Dane badawcze / Biblioteka Politechniki Wrocławskiej / Research Data / Library of Wrocław University of Science and Technology - number of individual consultations - number of Data Management Plan reviews - number of datasets in RepOD
6.4	Goal: Expansion of capabilities and an increase in publications within the model - implementation of the open policy, analysis of the impact of scientific achievements and cost management in publications (OA model): • gradual increase of the university's participation in open publishing programs under agreements incorporating Read & Publish components, • central agreements on open publishing with publishers respecting high ethical standards • increasing the number of papers published in Gold Open Access model or made publicly available through green road in Scopus and Web of Science indexing databases.	2026-2029	<i>WUST Libraries</i> - number of open publishing programs - number of agreements with publishing houses - % share of OA publications in the total number of indexed publications - information on costs incurred on OA publishing
6.5	Goal: The concept of open science - development of the Lower Silesian Digital Library – the idea of open science, ensuring universal and free access to research and teaching resources, integration of dispersed knowledge and its promotion: • providing universal access to digital objects • promotion of sharing achievements in open access mode and raising awareness among the academic community in this regard. • digitalization of resources (digitization and free online sharing of valuable regional and research resources).	2026-2028	<i>WUST Libraries</i> - number of digital objects - number of activities promoting sharing the achievements in open access mode - % number of digitized and shared resources
9	Public engagement	Vice-Rector for Organization and Infrastructure Vice-Rector for Community Development and Integration Vice-Rector for Education	
9.1	Goal: Facilitating the dissemination of research results: a) Open Days at Wrocław University of Science and Technology (workshops, presentations and lectures at all of the university's 14 faculties) b) Night at Wrocław Tech – lectures and presentations for children and adults c) Exhibitions and activities promoting science,	2027-2028	<i>Department of Communication / Department of Events and Promotion</i> a) number of Open Days b) + c) number of organised events d) - number of videos / number of subscribers

	researchers and students d) Healthy talk – promotion of medicine.		
9.2	Goal: Facilitating the dissemination of research results: Promoting scientific achievements and WUST researchers – through video-podcasts and radio interviews (Radio Luz).	2027-2028	<i>Department of Communication / Radio Luz Section</i> - number of meetings / interviews with researchers
9.3	Goal: Facilitating the dissemination of research results: Promotion of sciences the university – an original program format "Cooperation of Wrocław University of Science and Technology with secondary schools".	2027-2028	<i>Coordinator of the Vice-Rector for Education, for cooperation between WUST and secondary schools</i> - number of secondary schools included in the program - number of involved WUST researchers
9.4	Goal: Facilitating the dissemination of research results: Promotion of science and research as part of Social responsibility of the university.	2026-2027	<i>University's Social Responsibility Team</i> - information provided on the website - number of organized events https://sou.pwr.edu.pl/popularyzacja-nauki
10	Non-discrimination	Vice-Rector for Community Development and Integration	
10.1	Goal: To strengthen the sense of security, justice and belonging among all members of the Community - Implementation of tasks Equality, Diversity, and Well-Being Policy at Wrocław University of Science and Technology for 2025-2028: • 4 awareness campaigns on topics related to the functioning and development of the entire community or its groups (including those at risk of exclusion).	2026-2028	<i>Rector's Representative for Anti-Discrimination</i> - preparation and publication of annual reports on the implementation of the Policy. - information on the Equal WUST website - number of actions taken in the campaign - number of meetings and active participants (workshops, trainings, meetings, conferences)

Pillar II RECRUITMENT and EVALUATION

15	Transparency (Code) – best practices for recruiting employees R1-R4	Vice-Rector for Research and Innovation Vice-Rector for Digital Development	
15.1	Goal: Conducting recruitment procedures based on the principle of equal opportunities for all candidates (internal and external candidates): • implementation of recruitment process monitoring procedures, preparation of reports, analysis of results • identification of issues and needs in the field of: selection, recruitment, employment, and onboarding of new employees.	2026-2027	<i>Department of Science and Research / OTM-R team</i> - annual reports on monitoring the recruitment process for profiles R1-R4 - improvement proposals for the recommendations in the OTM-R Policy
15.2	Goal: Conducting recruitment procedures	2026-2027	<i>Department of Science and Research / OTM-R</i>

	based on the principle of equal opportunities for all candidates (internal and external candidates): • development and implementation of a recruitment procedure for non-academic teachers (including the R1 profile) for the implementation of projects funded from external sources.		<i>team / /Department of Human Affairs</i> - internal regulation ZW - % of staff trained in the operation of the procedure - information provided by HR assistants about the functioning of the procedure
15.3	Goal: Conducting recruitment procedures based on the principle of equal opportunities for all candidates (internal and external candidates): • strengthening communication between departments / recruitment assistants and the OTM-R team • setting an internal address procedury.konkursowe@pwr.edu.pl – for inquiries, responses, and sharing experiences • meetings and trainings for HR staff involved in recruitment.	2026-2027	<i>Department of Science and Research / OTM-R team</i> - number of cases reported to the address - % of issues resolved out of the total number of reports - number of trainings - % of trained HR staff relative to the total number
15.4	Goal: Conducting recruitment procedures based on the principle of equal opportunities for all candidates (internal and external candidates): • trainings for recruitment committees.	2026-2027	<i>Department of Science and Research / OTM-R team</i> - number of trainings - % of trained recruitment committees
15.5	Goal: Conducting recruitment procedures based on the principle of equal opportunities for all candidates (internal and external candidates): Enhancing e-recruitment tools: -building, testing, and using an internal platform for electronic job application submission and conducting initial interviews with job candidates.	2026-2027	<i>Department of Science and Research / Wrocław Centre for Networking and Supercomputing / IT Department</i> - e-platform - number of applications submitted through the e-platform - number of interviewed persons - number of pieces of feedback provided
18	Recognition of mobility experience (Code)	Vice-Rector for Research and Innovation	
18.1	Goal: Promoting and enhancing mobility for PhD candidates: Mini-grants for PhD students (to cover the costs of short-term research trips; participation in academic conferences; workshops and training courses).	2026-2028	<i>Doctoral School</i> - % number of researchers covered by the program
19	Recognition of qualifications (Code)	Vice-Rector for Research and Innovation	
19.1	Goal: Institutional recognition of mobility:	2026-2027	<i>Department of Science and Research</i>

	Establishing and implementation of guidelines for taking overseas placements into account in promotion procedures for academic staff.		- dokument
19.2	Goal: Institutional recognition of mobility: Rector's program INVITATIO – support for the faculties of the university in hiring academic teachers with the degree of habilitated doctor or professor who were previously employed in other universities.	Since 2023 – ongoing	<i>The Rector's Office / Department of Science and Research</i> - % number of affiliated researchers
19.3	Goal: Institutional recognition of mobility: Rector's program for professors and affiliated researchers – status granted to a researcher who is not an employee of Wrocław University of Science and Technology, but who participates in research conducted at the university and has outstanding or significant scientific achievements, respectively.	2026-2028	<i>The Rector's Office / Department of Science and Research</i> - % number of affiliated researchers

Pillar III

WORKING CONDITIONS and SOCIAL SECURITY

23	Research environment.	Vice-Rector for Research and Innovation Vice-Rector for Digital Development Vice-Rector for Organization and Infrastructure	
23.1	Goal: Upgrading the equipment: - continued identification (mapping) and analysis of the process related to the purchase of research equipment, monitoring the purchased equipment over its both operating and project life, as well as during the decommissioning of the equipment and its further transfer for use after the end of its lifetime - defining the roles of individual university units as well as their scopes in the process of implementing projects related to the purchase of research equipment.	2026-2027	<i>Administrative Director</i> - instructions regarding the research infrastructure monitoring mechanism. - project and internal regulation. - % quantity of the monitored equipment.
23.2	Goal: Developing cooperation between academia, business and institutions: - organisation and coordination of regular “science–business–institutions” meetings between WUST and its socio-economic environment - actions focused on networking, exchange of experiences and fostering cooperation, as well as the functioning of CIB/WUST in partner networks.	2026-2028	<i>Center for Innovation and Business of WUST</i> - annual CIB reports - number of events organised annually - number of researchers participating in meetings organised/co-organised by CIB - number of contacts/partnerships;

23.3	Goal: Increased efficiency, transparency, and quality of the work environment: digitizing administrative processes and developing the skills of the university staff regarding electronic document management (EZD RP).	2026-2027	<i>Implementation Team for EZD</i> number of employee matters conducted as green EZD-supported classes – no less than 3
23.4	Creating a stimulating working environment through the efforts of staff: Rector's program Polytechnica NOVA – implementation of innovative ideas proposed by employees, doctoral students, and students that will benefit a large group of users.	2026-2028	<i>Office of the Vice-Rector for Community Development and Integration/ Programme Coordinator</i> % number of ideas / projects with funding
23.5	Promoting excellence: Rector's program for supporting “visits by outstanding researchers” – funding visits of outstanding researchers from other research institutions – specialists and leaders in their fields and disciplines, representing the highest international level.	2026-2027	<i>Department of Science and Research</i> number of visits
24	Working conditions	Vice-Rector for Research and Innovation Vice-Rector for Community Development and Integration	
24.1	Goal: Implementation of the action plan aimed at improving accessibility for people with special needs for the years 2025-2028 in order to ensure equal access to the university's spaces, infrastructure, and tools, as well as at fostering the participation of people with special needs, including people with disabilities and neurodiversity, in the academic life of the university: - introduction of accessibility standards for university events - implementation of a tool for the monitoring of the digital accessibility of websites in the pwr.edu.pl domain - introduction of a new website template for the pwr.edu.pl domain to fully comply with WCAG 2 standards. - improving architectural accessibility, among others by increasing the accessibility of new and renovated WUST facilities.	2026-2028	<i>Rector's Representative for Accessibility / Accessibility Office</i> - report on accessibility for people with special needs % number of researchers with support
24.2	The “Parents in Science” program – support for academic staff in remaining active researchers after returning from parental leave Goal: Increased support for young parents	2026 (resumption subject to the University's own financial resources)	<i>Department of Science and Research / Department of Education</i> - document with assumptions and support forms % number of researcher included in the



33.1	among academic staff in maintaining the continuity of research and academic work: • funding support for research projects. Goal: Systemic support for the reduction of teaching duties and the development of teaching skills: • reduction of teaching workload of 25% or 50%.		program
26	Funding and salaries	Vice-Rector for Research and Innovation	
26.1	Goal: To promote fair and attractive remuneration conditions: Rector's program Primus – granting one-time bonuses to salaries or rewards for publications to authors/co-authors of publications: employees and doctoral students.	2026-2029 / settled quarterly	<i>Department of Science and Research</i> - % number of researchers included in the program
26.2	Goal: To promote fair and attractive remuneration conditions: Rector's program Secundus – financial rewards for 100 early-career WUST researchers (up to 40 years old) having best publication achievements in a given calendar year.	Since 2021 / settled annually	<i>Department of Science and Research</i> - % number of researchers included in the program
26.3	Goal: To promote fair and attractive remuneration conditions: Rector's program Academia Iuvenum – salary bonus at 50% of the minimum basic salary of an assistant professor.	Since 2021 – ongoing	<i>Department of Science and Research</i> - % number of researchers included in the program
26.4	Goal: Strengthening units in the area of organising scientific communication: • Rector's program PROGRESSIO – additional funding provided to the university's units for organizing scientific communication (seminars, workshops, discussions supporting research activity) in recognition of the publishing activity of the unit's staff.	2026	<i>The Rector's Office / Department of Science and Research</i> - % number of units
26.5	Goal: To promote fair and attractive remuneration conditions: The Nicola Tesla Award of Wrocław University of Science and Technology for an outstanding research or engineering achievement –financial reward for outstanding and innovative research or	2026-2029– settled annually	<i>Department of Science and Research</i> - % number of WUST-affiliated authors of achievements - information on the website Tesla Prize Politechnika Wroclawska

	engineering achievement largely developed at the university with significant involvement of the university's staff or students/doctoral students.		
27	Gender balance	Vice-Rector for Community Development and Integration	
27.1	Goal: Gender representation balance among all employee groups at the university - Implementation of tasks Equality, Diversity, and Well Being Policy at Wrocław Tech for 2025–2028: Developing a support network for women in science	2026-2028	<i>Rector's Representative for Anti-Discrimination</i> - document with assumptions and support forms - % number of researchers with support - information on the Equal WUST website
27.2	Goal: Gender representation balance among all employee groups at the university - Implementation of tasks Equality, Diversity, and Well Being Policy at Wrocław Tech for 2025–2028: a) • creating a set of best management practices • monitoring the gender composition of collegial bodies • implementation of updated rules for appointing to positions, based on accessibility, transparency, and inclusivity b) • gender-focused analysis of processes related to recruitment, promotions, and access to development programs • development of recommendations for internal promotion guidelines based on transparent and fair criteria.	2026-2027	<i>Rector's Representative for Anti-Discrimination</i> a) - document available on the Equal WUST website - percentage share of women in collegiate bodies - document available on the Equal WUST website b) - report - % share woman
28	Career development	Vice-Rector for Research and Innovation	
28.1	Goal: Support the academic career development of R1-R4 staff: • to draw up a career development plan for R1–R3 staff.	2026-2027	<i>Department of Science and Research</i> -document
28.2	<i>Goal: Support of the R2 and R3 academic careers:</i> Rector's program Academia luvenum – support to early-career outstanding researchers in a variety of scientific disciplines (access to a dedicated training program for research excellence; support in	Since 2022 – ongoing (two-year term of office/half of the members	<i>Department of Science and Research</i> - % number of researchers included in the program - information available on the website Academia luvenum PL / Academia luvenum EN

	going to conferences, research schools or internships, contacts with other research centres, the right to ask for and receive advice from young researchers at the university. <i>Goal: Support of the R3 academic careers:</i> Academia Professorum Iuniorum – support for outstanding, young independent researchers representing various scientific disciplines at the university, who aim to build dynamic research teams or investigate new research topics.	appointed every year) Since 2024 – ongoing (two-year term of office/half of the members appointed every year)	- % number of researchers included in the program - information available on the website Academia Professorum Iuniorum
30	Access to career advice	Vice-Rector for Student Affairs Vice-Rector for Community Development and Integration	
30.1	Goal: Systematic development of career advice for researchers • information activities about career counselling • expansion of the Career Office website with a 'for employees' tab • career counselling – support provided to individuals and groups (R1 and R2) in career planning • support provided to making decisions related to professional development	2026-2028	<i>Career Office</i> - email to staff members / eBiP - information in the guide for newly hired employees https://dso.pwr.edu.pl/Department of Human Affairs - website in PL: Biuro Karier – Biuro Karier Politechniki Wrocławskiej / ENG: Biuro Karier – Biuro Karier Politechniki Wrocławskiej - number of individual meetings with the counsellor - % number of staff members receiving support - number of Job Crafting workshops
30.2	Goal: Systematic development of career advice for researchers: • Coaching – as a development action – profiles R1-R4.	2026-2027 Dependent on the available terms	<i>Psychological Support and Mediation Department</i> - number of consultations https://dpm.pwr.edu.pl/
30.3	Goal: Systematic development of career advice for researchers: • Psychological counselling – support in dealing with difficulties (professional burnout, issues affecting professional and personal life).	2026-2027	<i>Psychological Support and Mediation Department</i> - number of consultations - % number of staff members receiving support
30.4	Goal: Systematic development of career advice for researchers: • trainings and workshops – developing soft skills as a support for professional development.	2026-2027	<i>Psychological Support and Mediation Department</i> - % of training sessions/workshops delivered compared to those planned - % number of participants
32	Co-authorship	Vice-Rector for Research and Innovation	

32.1	Goal: Promoting academic excellence and the publishing output of staff and PhD candidates: • Rector's program Primus 3 – financial rewards for doctoral students for engaging in academic activities and publishing research results in renowned journals.	2026-2028 / settled quarterly	<i>Department of Science and Research</i> - % number of PhD candidates included in the program
32.2	Goal: Promoting academic excellence and the publishing output of staff and PhD candidates: • implementation of the open policy, analysis of the impact of scientific achievements • monitoring of the publishing activity of PhD candidates in terms of co-authorship and international cooperation.	2026-2028	<i>WUST Libraries / Doctoral School</i> - number of publications by PhD candidates - analysis / report on the publications of PhD candidates at the Doctoral School - number of publications by R1 researchers relative to the total number of publications registered in the DONA database
32.3	Goal: Promoting academic excellence and the publishing output of staff and PhD candidates: • Rector's Programme 'Funding the costs of publication in journals ranked in the top 10% of the Scopus database', 2026 edition.	2026-2027	<i>WUST Libraries / Department of Science and Research</i> - % of publications funded under the programme as a proportion of the total number of publications
32.4	Goal: Improving staff publication output: • Rector's program for refunding the costs of publishing 2026 - supporting the publishing activities of the university's staff and doctoral students.	2026-2027	<i>Department of Science and Research</i> - % number of financed publications
33	Teaching	Vice-Rector for Research and Innovation Vice-Rector for Education	
33.2	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • continuation of the Tertius program – reduction of the teaching load for employees involved in research projects.	2026-2029	<i>Department of Education</i> - % number of researchers covered by the program - % number of hours
33.3	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • including hours spent on research work with students —for a single thesis, regardless of the number of students involved, included in the teaching workload: • 5-10 hours for supervising an engineering or bachelor's thesis • 10-15 hours for supervising a master's thesis.	2026-2029	<i>Department of Education</i> - % number of researchers - % number of hours



33.4	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • continuation of the Academia Iuvenum program – reduction of the teaching load to 120 hours per year.	2026-2029	<i>Department of Science and Research / Department of Education</i> - % number of researchers covered by the program - % number of hours
33.5	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • productivity and quality improvement initiatives in supervision of PhD candidates – increase from hours teaching hours included in the workload • the doctoral dissertation advisor for providing academic supervision during the preparation of the dissertation. • the co-advisor for the first and second dissertations.	2026-2029	<i>Department of Education</i> - % number of researchers - % number of hours
33.6	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • recognition in an employee's teaching load to reflect the contribution made by delivering lectures at the doctoral school (1.5 credit hours are awarded for every hour of lecturing).	Since 2025	<i>Department of Education</i> - % number of researchers - % number of hours
33.7	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • reduction of the teaching load at the request of the Dean for research and teaching staff – of above-average research or organisational activity.	Od 2025	<i>Department of Education</i> - % number of researchers - % number of hours
33.8	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • revitalization of the evaluation process of academic teachers in the area of Didactic Activity.	2026	<i>Vice-Rector for Education</i> - document / internal regulations - % of researchers covered by the new assessment rules
33.9	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • program: Development of teachers' competencies: didactic, digital, and related to green transformation – funded by the	2026	<i>Centre for Teaching Excellence</i> - % number of trainings / number of participants - information on the Centre for Teaching Excellence website

	National Centre for Research and Development (NCBR).		
33.10	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • program StayOnTrack – Together Against Drop-Out in Education – financed by the National Centre for Research and Development (NCBR).	2026-2029	<i>Centre for Teaching Excellence</i> - % number of trainings / number of participants - information on the Centre for Teaching Excellence website
33.11	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • program SCIENCE STORY – improved quality of teaching at Wrocław University of Science and Technology – funded by the National Centre for Research and Development (NCBR)	2026-2028	<i>Centre for Teaching Excellence</i> - % number of trainings / number of participants - information on the Centre for Teaching Excellence website
33.12	Goal: Systemic support for the reduction or recognition of teaching duties and the development of teaching skills: • internal WUST program (financed from the Rector's budget reserve) "Excellence in academic education: teachers' development and student support", modules: - Tutoring "Active Tutor" - Supervision "SuperSupport" - Teacher training "System of Improving Didactic Skills".	2026-2028	<i>Centre for Teaching Excellence</i> - internal regulation – programme rules (document) - % number of researchers with support - didactic materials - information on the Centre for Teaching Excellence website
34	Complaints/appeals	Vice-Rector for Community Development and Integration Vice-Rector for Research and Innovation	
34.1	Goal: Promoting fair and equal treatment – procedures for the impartial handling of complaints (R1–R4) Information campaign on options for impartial solutions to conflicts: • an information campaign on the possibility of resolving conflicts impartially • compilation of a catalogue of behavioural standards • extending the scope of the Anti-Discrimination Commission to include reports of inappropriate behaviour – regardless of their legal classification / • strengthening measures to ensure the impartial handling of complaints within the departments.	2026-2027	<i>Anti-Discrimination Committee</i> - information materials - number of actions taken in the campaign - document on the website Równa PWr - the committee's internal rules of procedure
34.2	Goal: Promoting fair and equal treatment – procedures for the impartial handling of	2026-2029	<i>Anti-Discrimination Committee / Disciplinary Prosecutors for Academic Teachers /</i>

	complaints (R1–R4) Monitoring the effectiveness of procedures for the impartial handling of complaints (R2–R4).		<i>Disciplinary Committee for Academic Teachers</i> - % number of cases reported to the Anti-Discrimination Committee and to the Disciplinary Prosecutor for Doctoral Students and the Disciplinary Prosecutor for academic teachers
34.3	Goal: Promoting fair and equal treatment – procedures for the impartial handling of complaints (R1–R4) Strengthening procedures for the impartial handling of complaints for R1 • update and approval procedure for preventing and settling conflicts between doctoral students and their supervisors. • update and approval procedure for preventing and settling conflicts between doctoral students and their supervisors. • monitoring the implementation of the procedure for preventing and resolving conflicts between doctoral students and their supervisors • update and approval Code of Good Practices for Supervisors • monitoring the effectiveness of procedures for the impartial handling of complaints for R1.	2026-2027	<i>Doctoral School / Disciplinary Prosecutors for Doctoral Students</i> - documents available on the website of the Doctoral School - the number of reports of conflicts submitted to the Dean of the Doctoral School - % number of cases reported to the Anti-Discrimination Committee and to the Disciplinary Prosecutor for Doctoral Students
34.4	Goal: Promoting fair and equal treatment – procedures for the impartial handling of complaints (R1–R4): • Mediation - focus on solutions rather than conflicts • Trainings and workshops which develop soft skills.	2026-2029	<i>Psychological Support and Mediation Department</i> - number of mediation requests to dpm@pwr.edu.pl - number of consultations - % of training sessions/workshops delivered compared to those planned - % number of participants

Pillar IV

TRAINING

39	Access to research training and continuous development	Vice-Rector for Research and Innovation Vice-Rector for Community Development and Integration	
39.1	Goal: To support the professional development of researchers from various academic disciplines at the University: Rector's program Academia Iuvenum (R2) – access to a dedicated training program for	2026-2029–ongoing (two-year term of office/half of the members appointed every	<i>Department of Science and Research</i> - % number of researchers included in the program

	research excellence Rector's program Academia Professorum Iuniorum (R3) – access to a dedicated training program for research excellence	year)	
39.2	Goal: To support the professional development of researchers from various academic disciplines at the University: • organising and conducting training courses supporting the promotion and implementation of open science practices in the research and publication process • regular training for the Doctoral School, • trainings delivered by external experts and speakers, including representatives of publishing houses.	2026-2029	<i>WUST Libraries</i> - number of training sessions - % number of participants in the training sessions
39.3	Goal: To support the professional development of researchers from various academic disciplines at the University: • involving researchers in conferences, congresses, and industry events organized or co-organized by the Centre for Innovation and Business • formal support for researchers participating in conferences and science-business events: by recruiting speakers from WUST, technology presentation sessions, expo zones, study visits, and networking with industry partners.	2026-2029	<i>Center for Innovation and Business of WUST</i> - number of events with the participation of WUST staff - number of presentations/posters
39.4	Goal: To support the professional development of researchers from various academic disciplines at the University: Lem Next Gen Science Forum 2026 – for young researchers from around the world – the first international event in Poland organised by young researchers for young researchers.	2026	<i>Department of Communication / Department of Events and Promotion</i> - information about the event Lem Next Gen Science Forum 2026
39.5	Goal: To support the professional development of researchers from various academic disciplines at the University: „Career development” – ensuring continuous access to trainings and workshops on the acquisition, implementation, and settlement of research projects in the Horizon Europe program.	2026-2028	<i>Wrocław Centre for Technology Transfer</i> - number of training sessions - % number of participants
39.6	Goal: To support the professional development of researchers from various	2026-2028	<i>Community Training and Development Department</i>

	academic disciplines at the University: Trainings and workshops – developing soft skills as a support for professional development / trainings held for researchers in managerial positions regarding: team building, managerial competencies, decision-making, self-presentation in social situations, social communication, improved leadership style.		- number of trainings - number of workshops - % number of participants
40	Supervision	Vice-Rector for Organization and Infrastructure Vice-Rector for Research and Innovation	
40.1	Goal: Comprehensive support for the recruitment and hiring process of academic staff, particularly from abroad: a) Training for administrative staff on the hiring process of candidates from abroad b) Development of a repository of forms and clear guidelines applicable to the documents required in hiring a foreign employee - survey assessing the satisfaction level with the recruitment and hiring processes among newly hired employees - improvements recommendations and enhancement actions regarding the hiring process.	2026-2027 2026-2027	a) <i>Community Training and Development Department</i> - number of trainings - % share of the administrative staff trained in employment procedures b) <i>Department of Human Affairs/Department of Science and Research/ Strategic Analysis Department</i> - forms repository - survey for diagnosing/assessing satisfaction level - % share of surveyed employees/focus meetings - document: survey analysis - recommendations – enhancement proposals and improvement actions
40.2	Goal: Supporting the onboarding process of newly hired employees: a) developing recommendations and good practices for the onboarding process b) developing faculty-specific guides for newly hired employees (PL / ENG); c) developing and implementing practices supporting the adaptation process: • developing recommendations and good practices for peer support (mentors for newly hired employees) • developing progress-monitoring tools and providing feedback for newly hired employees • developing diagnostic tools for employee assessment of the 12-month period after hiring.	a) 2026-2027 b) 2026 c) 2026-2028	a) <i>Community Training and Development Department</i> - document: repository of good onboarding practices b) <i>Deans of Faculties</i> - % share of faculty-specific guides c) <i>Department of Human Affairs</i> - document: defining the role of the mentor - form-document for the monitoring of the development of a newly hired employee - document: an employee assessment form of the 12-month period after hiring