

Updated objectives, indicators and report of actions implemented in 2022-2025

The area of the Charter	Substantive description of planned actions	Responsible unit	Task performance indicator	Results
Corrective Actions				
Block I. Ethical and professional aspects				
4 Professional attitude	Goal: Increasing the effectiveness of the university in the field of acquiring grant funds by researchers - support for researchers in applying for research grants.	Vice-Chancellor for Organisation and Development, Vice-Chancellor for Cooperation, Projects Office	Indicator: Increase in the number of grant applications to national and international institutions (a) Revision of the Internal Order for the implementation of projects. (b) Development of the University's website. (c) Number of training courses on how to apply for projects. (d) Number of training videos published. (e) Number of guides/manuals developed and made available on how to apply for national and international grants. (f) Number of grant applications submitted. (g) Number of persons providing support in practical preparation of applications.	a) ZW 2/2023, ZW 58/2024 b) Website – ongoing / <u>Department of Projects</u> c) Number of training programs related to applying for projects = 24 d) Number of published training videos = 10 e) Number of prepared and shared guides on applying for national and international grants = 36 f) Number of submitted grant applications. Effect: increase in the number of submitted national + international applications: 666 (2022), 614 (2023), 758 (2024), 789 (2025) Status: completed/ongoing

Block III. Working conditionals and security

23 Research environment	Goal: Improved efficiency in the management and provision of research equipment.	Business Offer of Wrocław University of Science and Technology, Equipment Department reporting to the Administrative Director	Tool: Development of new regulations "Rules for the use of research infrastructure at Wrocław Tech. Indicators: - Indicator of employees, doctoral students and students using research infrastructure at Wrocław University of Science and Technology (based on records of CIB use). - Indicator of equipment made available to companies/persons from outside.	As part of the team's work, an external company was commissioned to prepare "Instructions on the monitoring and decommissioning mechanism regarding research infrastructure developed with the use of public funds", which is the formal basis for preparing a draft of the relevant Internal Regulation. According to the adopted schedule, the draft of the Internal Regulation on the monitoring of research infrastructure at the university is planned for December 2026. When developed, the new regulations for using research infrastructure will allow tools for monitoring and managing the use of research equipment and apparatus as part of the responsibility of administrative units reporting to the Vice-Rector for Infrastructure and the Administrative Director. Until the regulations are adopted, it is not possible to implement a complete and uniform system for monitoring the use of research infrastructure. Status: in progress / included in the action plan for 2026–2029 as task no. 23.1
23 Research environment	Goal: Improved efficiency in the management and provision of research equipment.	Business Offer of Wrocław University of Science and Technology, Equipment Department reporting to the Administrative Director	Tool: a) Creation/extension of an Open Innovation Platform. b) Providing information on research infrastructure (including scientific and research equipment with rooms/ laboratories or groups of rooms to which it is assigned as well as building facilities to carry out research, experimental, scientific or development work) on an open innovation platform. Indicators: - Website visitor rate from the WUST domain. - Website visitor rate apart from the WUST domain. - Indicator of reported research problems/establishment of	Database system https://reg.pwr.edu.pl/ for presenting research infrastructure. a) Establishment/development of the Open Innovation Platform – database development in progress b) the database has 478 logged in users who provide it with data access to the database is not possible from outside the domain of Wrocław University of Science and Technology for data-security reasons and due to the absence of regulations for using the research infrastructure by individuals from outside WUST c) implementation within the project Unite!Widening - AGORA Platform Status: completed/ongoing



			research teams/networks built to solve the research problem.	
30 Access to career advice	Goal: Strengthening researchers' soft skills (e.g. in relation to finding employment) - to strengthen career guidance in the area of soft skills R1-R2.	Career Office	Tool: A promotional campaign about the scope of activities of the Career Office including career advice for researchers with a focus on R1-R2. a) Development of promotional materials. b) Supplementing information about the career advice offer for university employees in the information package for new employees and the WUST website in the "Employee Zone" tab. c) Supplementation of the information on the Career Office website - a separate tab for WUST employees. (d) Information meetings with young scientists (R1) in the Doctoral School. (e) Sending information on training courses planned for doctoral students by e-mail and EBiP. f) Information meetings with researchers in organisational units (Faculties). Indicators: - Increase in satisfaction levels as reported in the survey (question 30) - The number of researchers who received funding.	a) website in Polish <u>Biuro Karier – Biuro Karier Politechniki Wrocławskiej</u> / website in English: <u>Career Office - Wrocław University of Science and Technology Career Office</u> - it has been expanded with materials for PhD students b) ongoing, information on career counselling for researchers carried out in the Career Office will be added to the 'employee' tab c) information for researchers will be published on the Career Office website <u>www.biurokarier.pwr.edu.pl</u>, career counselling will be provided through individual and group sessions (workshops) d + e + f) once a year a meeting will be organised with the Doctoral Student Council to discuss the scope of support and needs. The offer is communicated through mailing lists, social media, newsletters sent to the Doctoral Student Council and to the Doctoral School. - support was provided to a total of 184 doctoral students Status: partially completed / planned for 2026-2029
33 Teaching	Goal: A reduction in academics' involvement in teaching.	Educational Department	Tools: a) Internal regulations b) Monitoring the commissioning of didactic classes with a view to reducing the obligatory number of teaching hours for members of the Academia Iuvenum (R2).	Due to their activity in Academia Iuvenum 181 early-career researchers (R2) had their teaching workload reduced; the annual reduction for one person is 120 hours, i.e. approximately 50% compared to the usual workload of a researcher. Between 2022 and 2026, a total of 19,950 teaching hours were reduced for 191 researchers. Status: completed/ongoing

			Indicators: - Number of researchers / number of hours for whom the obligatory number of teaching hours has been due to work in Academia Iuvenum.	
33 Teaching	Goal: Increasing the recognition of hours spent working with students on research projects by revision and adaptation of the rules for commissioning didactic classes for research work.	Vice-Chancellor for Education, Educational Department	Tool: Updating the internal regulation regulating the obligatory number of teaching hours for researchers who conduct courses on the research work. Indicators: - The number of supervisors and the number of hours for courses on research work in relation to all academic staff.	Regulations governing the number of hours allocated to research-based courses have been drawn up and implemented. Number of thesis supervisors in each academic year: 2022/23 - 1246 2023/24 - 1180 2024/25 - 1164 Status: completed/ongoing

Self-Improvement Actions

Block I. Ethical and professional aspects

2 Ethical principles	Goal: Increase in the awareness of researchers about professional ethical standards resulting in a decline in the number of breaches of ethical conduct - Awareness activities concerning professional ethics.	Department of Humanities and Social Sciences (Faculty of Management), Information and Promotion Department	Tool: A campaign to raise awareness of unethical behaviour, bullying etc. Indicator: - Number of meetings / consultations / conferences / radio broadcasts / number of staff attending meetings / films as part of a university-wide awareness campaign.	- <i>Ethics in research and teaching</i> [6 h], <i>Protection of intellectual property</i> [6 h], <i>Selected problems of andragogy</i> [10 h] (112 participants), a course <i>Didactics of higher education</i> (66 participants), <i>Teaching skills</i> [15 h] + <i>Evaluation classes</i> [6 h] (285 participants (the number of doctoral students participating increased relative to comparable periods in previous years). / „Neurodiversity in education” [6 h], - Equality and Community Development Team at Wrocław University of Science and Technology 2024-2028 (PL: <u>Zespół ds. Rozwoju Wspólnoty / Równa PWR</u> / ENG <u>Equality and Community Development Team / Equal WUST</u>) - www.rowna.edu.pl . (procedures for reporting problems, educational materials on discrimination, mobbing and harassment as well as on the principles of equal treatment) - information sent from informacje@pwr.edu.pl about the available educational materials + leaflets for distribution in the university's units.
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				- information about events available on the pwr.edu.pl website and in eBIP. (webinar: "Stereotypes, bias, discrimination – react!" / workshops for employees: cultural differences and inter-generational communication / training „Popularization of science and promotion of the university in the context of equality” / webinar „Diverse but equal” / radio program „In support of the Pride Month!" in Academic Radio Luz https://open.spotify.com/episode/3izA5RCILÁGGIZaRl5f7U9/ / lecture „Democracy and human rights during the war" (2022) / participation of the university authorities in international events related to equality and diversity (2022) / lecture „Inclusion of gender in research and innovation" / public screening of „The Tribe" / meetings of the university's rector and community, report Work-Life-Balance / Equality Days at WUST / Diversity and Integration Days / campaign „Get your balance” / university-wide Day of Women and Girls in Science / <u>2nd International Conference on Social Context of Sciences</u> / conference “Philosophy in Technology 2025” - aspects of balance in promotional materials https://pwr.edu.pl/uczelnia/aktualnosci/premiera-spotu-wizerunkowegopwr-zobaczvideo-12478.html / YouTube channel: https://www.youtube.com/watch?v=oWrsN5-2tUg&list=PLRc6a9k_z6MISVnlvj0YX8in1ez8g0Bf) - webinar "Sources of stereotypes and prejudices – what is discrimination" - participation in the nationwide campaign titled "Girls at Technical Universities" https://pwr.edu.pl/uczelnia/przed-nami/dziewczyny-na-politechniki-2025-2132.html. - system for monitoring and reporting indicators related to gender equality among the university's employees and students. Status: completed/ongoing
7 Good practice in research	Goal: Improving researchers' data management skills.	Wrocław Centre for Networking and Supercomputing	Tools: - Guidelines for a Data Management Plan - Development of a good practice document for research data management. Indicator:	- The research data management document has been drawn up – available from the Projects Department - The document is part of the documentation included in the following grant applications: 666 (2022), 614 (2023), 758 (2024), 789 (2025) Status: completed/ongoing



			The number of researchers using best practices for data management.	
9 Public engagement	Goal: Increase in the number of articles published in the Gold Open Access model - development and implementation of the provisions of the Institutional Openness Policy for the dissemination and use of research results.	Library of Wrocław University of Science and Technology	Tool: Terms and conditions / provisions of the Institutional Openness Policy. Indicators: - Number of articles, papers, chapters published in the Gold Open Access model or confirmed to have been made public through green route, in one of the ROAR, DOAR repository networks relative to the total number of publications in a particular year.	12 open-publishing programs in the Gold Open Access model. Details available at: https://biblioteka.pwr.edu.pl/uslugi/publikowanie-otwarte Increase in the absolute total number of OA papers (2018-2021 and 2022-2025) from 4212 to 5344 (a 27% increase) with a simultaneous increase in the overall number of papers indexed in Scopus from 8787 (2018-2021) to 8905 (2022-2025) (a 1% increase). In 2018-2021, the share of OA papers in the total number of indexed papers was 48%, in 2022-2025: 60%, and the average annual number of OA papers from the analysed periods increased from 1053 to 1336 papers. Status: completed/ongoing
9 Public engagement	Goal: Increasing and systematic presentation of scientific achievements / scientific research / researchers / popularization of science.	Information and Promotion Department	Tool: The promotional campaign presenting scientists and scientific research carried out at WUST. A database of experts for contacts with the media. Indicators: a) Number of films and popular science texts published. b) Website.	a) - Development and update of the university homepage. The pwr.edu.pl website. - educational channel at https://www.youtube.com/@polilabPWrr . (30 educational films (Polilab) / 3 films from the 'Phenomena' series: "Light", "Water", and "Energy" / 74 podcasts, "Fizyka bez zamulania/Physics made interesting"). - Publishing information about researchers, their projects and achievements, on the university's website, in eBIP, and on social media. - Information about events: https://pwr.edu.pl/uczelnia/przed-nami , in eBIP and on social media. - The Night at WUST event - since 2022 / Physics of Sport (2022-2024). - Interdisciplinary Scientific Seminar at WUST – series of meetings with world-renowned speakers. - Debates "City of Ideas" – discussions involving experts and residents of Wrocław. - The "Identification and Forecasting Needs in Civil Engineering" seminar (2022). - Technologies in 3P Medicine – event integrating researchers and physicians (2022). - Exhibitions and activities popularizing science ("Flowers and Chemistry" (2022) / Educational exhibition on the occasion of the Year of Ignacy Łukasiewicz (2022).



				b) internal database of researchers and their areas of specialization (undisclosed publicly due to general data protection regulations, GDPR); journalists have been provided with information on how to contact experts via the address rzecznik.prasowy@pwr.edu.pl). Status: completed / ongoing and realized by disseminating information about research and projects carried out at WUST and by organizing scientific and popularization events.
10 Non-discrimination 34 Complaints/appeals	Goal: Awareness-raising activities on discrimination.	University Equality Policy Team	Tools: a) Informative actions. b) Updating and developing the Internet “equality page”. c) Awareness training for WUST employees. d) Anti-discrimination procedures - development of specific anti-discrimination procedures under which discriminatory behaviour is reported. e) Monitoring the number of notifications to stop.dyskryminacja@pwr.edu.pl Indicator: Number of reported cases / number of cases reviewed / number of mediations / number of cases referred to the Disciplinary Committee for Academic Teachers and PhD Students at WUST (number of reported cases increased in the initial phase but decreased in the following years).	(https://rowna.pwr.edu.pl/) / Equal WUST Establishment of the Office of the Vice-Rector for Development and Community Integration, which includes the Team for Equality Policy. Establishment of the Rector's Plenipotentiary for Anti-Discrimination a + b) promotional activities through the website (https://rowna.pwr.edu.pl/) and mailing to the university community from the address rowna@pwr.edu.pl (expanding the website with information on: discrimination, its types, differences between discrimination and mobbing, legal solutions in this area, content related to support (within the university and external institutions), communication paths for reporting irregularities. c) trainings: What is discrimination, Anti-mobbing and anti-discrimination actions, Intercultural dialogue, Mobbing prevention – training for the management staff, Emotion management in intercultural conflicts, How to build intercultural relations in the workplace, Management a multicultural team, Multicultural working environment, Preventing psychological and social risks in the workplace, Building a multicultural community d) (ZW 100/2024) Procedures for reporting discrimination at Wrocław University of Science and Technology / (ZW 101/2024) Anti-Discrimination Committee established by the Rector. Under the Unite.WIDENING project, a strategy has been developed on gender equality, inclusion, and equity, with a particular emphasis on improving research conditions in Widening countries, i.e. in Poland and Portugal, and with an aim to create a more competitive, fair, and inclusive environment. The activities performed as part of the project resulted in the deliverable Development of Gender, Inclusion and Equity Plans in Research Careers – Survival Guide to Widening Countries, developed in December 2024. Status: completed / ongoing



Block II. Recruitment

11 Evaluation/appraisal systems 29 Value of mobility	Goal: Increasing researcher mobility through recognizing mobility in employee evaluation.	Vice-Rector for Science, Science Department, International Relations Office	Tools: - Taking into account the enhancement of professional competences of researchers, including the recognition of mobility as an assessment element in recruitment and in the periodic evaluation of staff. - A model questionnaire for the periodic evaluation of research staff, including activities that enhance professional competence. Indicators: - An increase the total number of internships and research stays outside the home university in relation to the number of researchers. - An increase in researchers' satisfaction levels in the survey (question 29).	a) Regulations for the periodic evaluation of academic teachers (ZW 21/2023) - questionnaire for the evaluation academic teachers (appendix No. 1 to ZW 21/2023) - aspects related to mobility were included in: teaching activity (teaching-related national and international cooperation); research activity (evaluation of creative and artistic achievements); evaluation of mobility related to cooperation with the environment and business; evaluation of mobility related to participation in conferences; organizational activity and professional development (related to employment, activities related to increased mobility as visiting researchers). b) Total number of internships and research stays outside home university (international trips) relative to the number of researchers: 0.61 (2022), 0.74 (2023), 0.81 (2024), 0.88 (2025). In the case of question 29. 'WUST recognizes the value of any form of mobility as an important method to broaden scientific knowledge and support the professional development of scientists at every career stage', a growing trend is observed (2016: 48%; 2021: 58%; 2026: 69% - sum of yes + rather yes responses) Status: completed
15 Transparency (Code); 18 - Recognition of mobility experience (Code) / 19 Recognition of qualifications (Code)	Goal: Increase in the level of recruitment standards at R1-R4 levels - implementation of best practices related to recruiting candidates for work.	Vice-Rector for Organisation and Development, Human Resources Management Department, Science Department, Vice-Rector for Cooperation ECN Implementation Monitoring Team	Tools: - Set of procedures. - Set of forms. - Updating current OTM-R policy, preparation of "OTM-R Policy for 2022-2025" – OTM-R guidelines, procedures and practices for all types of positions (R1-R4) - Considering incorporate mobility aspects. Indicator: - Increase in the number of submitted offers and researchers hired from outside the university.	ZW 34/2026 "On the detailed procedure and conditions for the work of committees conducting open competitions for the position of academic teacher at Wrocław University of Science and Technology" ZW 73/2024 / ZW 114/2025 "Procedure for recruiting academic teachers employed on an up to half-time basis at Wrocław University of Technology", which includes the required templates: ZW 135/2025 "Procedure for the recruitment of academic teachers to work in projects financed from external sources" All the procedures include provisions regarding: - recruitment standards based on The European Charter for Researchers / The Code of Conduct for the Recruitment of Researchers; - definitions of researcher career profiles in accordance with Research profiles descriptors EURAXESS (europa.eu). - provision for the recruitment committee on considering the aspect of mobility in the evaluation of applicants: <u>Experiences in the field of</u>



				<u>mobility (national, international), including virtual mobility, should be perceived as a valuable contribution to a researcher's professional development.</u> - the applicant evaluation form includes forms of mobility-related activity which is considered by the recruitment committee (evaluation form, ZW 34/2026). Number of applicants from abroad: 2022 = 31 / 2023 = 47 / 2025 = 173. Status: completed / ongoing								
	Goal: To increase internationalisation / to increase the number of visiting researchers - strengthening of the university's efforts to attract visiting professors (experienced researchers).	International Relations Office	Tool: - Mobility regulations. - Mobility funding schemes. Indicators: a) Number of visiting researchers. b) Feedback from visitors.	Number of visiting researchers <table><tr><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>7</td><td>8</td><td>9</td><td>11</td></tr></table> Feedback from visitors: No data available; CKM does not keep records or conduct surveys. Status: completed / ongoing	2022	2023	2024	2025	7	8	9	11
2022	2023	2024	2025									
7	8	9	11									

Block III. Working conditions and social security

22 Recognition of the profession 28 Career development	Goal: Improving the adaptability of new recruits - development and implementation of rules for the employment of researchers (R2) at the position of assistant or associate professor.	Science Department, Human Resources Management Department	Tools: a) Internal Regulations. b) Internal regulation on rules for promotion from assistant to associate professor. Indicators: - Number of routes from R1 to R2. - Number of people trained in the new regulations.	1. The new staff member receives: - a preliminary training program (occupational health and safety training and job-specific training); - assistance in professional development – training, workshops, conferences and online courses, consultations with a career advisor, financial support for language courses. - a guidebook for new employees chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://dso.pwr.edu.pl/fcp/aGBUKOQrTKlQhbx08SlkTUGZHUWRuHQwFDBoIVURNWH5TFVZpCFghUHcKVj0GQUw/125/public/dokumenty/przewodnik_0920242025/2026/przewodnik_dla_nowozatrudnionych_en_2026_v2.pdf - information for new employees – on the website of the Department of Human Affairs https://dso.pwr.edu.pl/en/informatio/join-us 2. Promotion from assistant lecturer to assistant professor is regulated by internal regulations and the University Statute (https://pwr.edu.pl/uczelnia/informacje-ogolne/statut), and are based on the provisions of the Law on Higher Education and Science.
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				The number of promotions from the assistant lecturer to the assistant professor positions in total for all staff groups (research, research and teaching, and teaching): 84 (2022) / 56 (2023) / 47 (2024) / 52 (2025) All HR assistants have been trained in the new procedures. Status: completed
22 Recognition of the profession 28 Career development	Goal: Improvements in the academic standard of the research conducted - supporting the development of outstanding young scientists (R2) - especially Academia Iuvenum in various scientific disciplines.	Science Department	Tool: Conferences, research schools, internships and contacts with other centres. Indicators: b) Number of researchers benefiting from a dedicated training programme supporting the development of scientific excellence. c) The number of organised support activities.	The university established a group of early-career researchers called <i>Academia Iuvenum</i> (internal regulation ZW 53/2021). The Academy has remained active since its beginning, and its internal regulations have become a part of the work regulations in force at the university (ZW 31/2026). Each year, 24 early-career researchers are appointed to a two-year term in the Academy. They represent disciplines which have their scientific discipline councils at the university. Candidates must hold a doctoral degree awarded not later than a year and also not earlier than 7 years before the start of the term. They are within group R2 – not fully independent researchers. The number of Academy members can be interpreted as the growing number of early-career researchers who have been provided with access to a dedicated training program over the years 2021-2025: 24 (2021) / 48 (2022) / 64 (2023) / 87 (2024) / 106 (2025) Number of trainings: 4 (2021) PRINCE2® 6th edition Foundation with exam / ERC Starting Grants / 6 (2022) PRINCE2® 6th edition Foundation with exam / Action Learning/ The role of market research in commercializing research results/Voice emission training 11 (2024) Resolving conflicts and difficult conversations / Agile Project Management Foundation / Cross-generation communication – how to talk to generations BB, X, Y and Z / Design Thinking / Self-management in a crisis situation / Effective communication in a team – how to communicate effectively at work / Fostering Excellence in Research Leadership 6 (2025) Nature Masterclass live training workshop / PRINCE2® 7th edition Foundation / Effective communication with a doctoral student / Black Swan, or team management in a crisis situation / MBSR method in stress reduction / Motivating staff in critical and changing situations Members of the Academy have access to internal trainings offered by other members or other university staff, e.g. writing applications, settling projects, using a particular graphic program, creating graphs for

				scientific publications, creating a researcher profile for social media. Internal training sessions are held during Academy meetings. Members of the Academy engage in activities that facilitate networking and cooperation among representatives of various faculties and disciplines, development, and integration: - organisation of research-related initiatives, e.g. panel discussions or exhibitions during conferences; - organisation of training sessions for PhD students; - participation in meetings with outstanding Polish and foreign researchers; - issuing opinions and organising support for the preparation of documents important for the development of science at the university; - participation in the works of the committee for the Stanisław Lem European Scientific Award; - presenting the idea <i>Academia Iuvenum</i> during events dedicated to the development of early-career researchers. Status: completed / ongoing
23 Research environment	Goal: Reducing the number of jobs unsuitable for work - improving and adapting the workstation.	Health and Safety Department	We are continuing to carry out occupational risk assessments for the missing job positions. Indicator: Ratio % of jobs for which a risk assessment has been carried out.	Transformation from the documentation development phase to the monitoring phase. In the years 2022-2023, a total of 186 new occupational risk assessments (ORZs) were prepared. In the year 2024, 61 new ORZs were prepared and a cycle of updates was initiated for 14 ORZs. In the year 2025, the focus was on maintaining the system, carrying out 14 ORZ updates. Impact indicator: The reduction target of the documentation gap has been achieved at 100%. The number of units without ORZ dropped from significant in 2022 to a trace level (as regards new units or organizational changes). Status: completed at 100%.
23 Research environment	Goal: To improve the provision of information on working conditions – health and safety.	Health and Safety Department	Tool: Development of an English-language version of the website. Indicators: - Website in English. - 100% accessibility for English-speaking researchers.	Operative goal: Access to information on procedures for pre-medical assistance, fire protection, and training has been ensured. Preventive goal: The language barrier potentially leading to misunderstanding of the safety rules in force at the university was reduced. Image-related goal: Communication standards for a university with international reach were introduced. Status: completed at 100%.



23 Research environment	Goal: Improving the availability of services and infrastructure for in-silico research.	Wrocław Centre for Networking and Supercomputing	Indicator: % of employees, doctoral students and students using data processing infrastructure at Wrocław University of Science and Technology (WCSS usage records).	Number of active users (using KDM WCSS computing services), including: <table border="1"> <thead> <tr> <th></th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr> </thead> <tbody> <tr> <td>Students</td><td>75</td><td>144</td><td>191</td><td>185</td></tr> <tr> <td>PhD candidates and staff</td><td>91</td><td>127</td><td>163</td><td>168</td></tr> <tr> <td>Others (users from outside Wrocław Tech)</td><td>463</td><td>772</td><td>759</td><td>827</td></tr> </tbody> </table> Status: completed/ongoing		2022	2023	2024	2025	Students	75	144	191	185	PhD candidates and staff	91	127	163	168	Others (users from outside Wrocław Tech)	463	772	759	827
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Others (users from outside Wrocław Tech)	463	772	759	827																				
25 Stability and permanence of employment	Goal: The reduce of the language barrier that could lead to misunderstandings / To ensure that information regarding documentation and application forms is available in English.	Human Resources Management Department	Tool: Creation of an English version of the “employee zone” website. Indicator: a) English version of the “employee zone” website.Website b) 100% availability for English-speaking staff	The university developed and released an English version of the website https://dso.pwr.edu.pl/en/ which includes information and documents for employees. The website has its main tabs in English so that the user can independently access key content. The implementation of this task contributed to reducing language barriers and improving internal communication. The English version of the website is used as a tool in the ongoing support of English-speaking employees. The website is regularly updated. Status: completed.																				
26 Funding and salaries	Goal: Increased involvement of researchers in the process of publishing research results / an increase in the number of published research findings through the awarding of financial prizes.	Science Department	Tools: - Primus program - Monitoring the effectiveness of the Primus programme (salary incentive scheme for researchers). Indicator: Ratio % of researchers who received incentive payments in relation to all researchers.	The Primus program (internal regulation ZW 101/2020) is being implemented on an ongoing basis. The regulations of the Primus program are part of the remuneration regulations (ZW 147/2025). The aim of the Primus program is to motivate researchers and doctoral students to publish research results in the best journals or publishing houses. It consists of: action 1 – rewards given to researchers (regardless of their position and discipline) and doctoral students for publishing: –articles in journals or conference materials (with 200 points assigned on the list managed by the Ministry of Higher Education and Science) –monographs in publishing houses with at least 200 points assigned on the list managed by the Ministry of Higher Education and Science; action 2 – rewards for researchers who are authors or co-authors of publications published in the completed calendar year, not covered by action 1, and significantly contributing to the development of individual scientific disciplines. The rewards can only be given to employees in research and research-teaching positions. <u>Indicators for action 1 of the Primus program: number of awarded employees in research and</u>																				



				research-teaching positions in a given calendar year relative to the total number of employees in research and research-teaching positions <table><tr><td>Year</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>Share of the rewarded researchers</td><td>11.59 %</td><td>13.71 %</td><td>13.02 %</td><td>14.09 %</td><td>14.85 %</td></tr></table> Growing interest in the program – number of publications awarded 200 points for articles or at least 200 points for monographs published by researchers and doctoral students. <table><tr><td>Year</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>Number of publications for (at least) 200 points</td><td>157</td><td>154</td><td>195</td><td>207</td><td>257</td></tr></table> Indicators for action 2 of the Primus program Number of awarded employees in research and research-teaching positions in a given calendar year relative to the total number of employees in research and research-teaching positions. <table><tr><td>Year</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>Share of the rewarded researchers</td><td>32.89 %</td><td>43.74 %</td><td>29.90 %</td><td>36.05 %</td><td>36.28 %</td></tr></table> Status: completed / ongoing	Year	2021	2022	2023	2024	2025	Share of the rewarded researchers	11.59 %	13.71 %	13.02 %	14.09 %	14.85 %	Year	2021	2022	2023	2024	2025	Number of publications for (at least) 200 points	157	154	195	207	257	Year	2021	2022	2023	2024	2025	Share of the rewarded researchers	32.89 %	43.74 %	29.90 %	36.05 %	36.28 %
Year	2021	2022	2023	2024	2025																																			
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Year	2021	2022	2023	2024	2025																																			
Share of the rewarded researchers	32.89 %	43.74 %	29.90 %	36.05 %	36.28 %																																			
26 Funding and salaries	Goal: To increase the involvement of young researchers (aged 40 or under) in the process of publishing research results / to increase the number of research findings published in high-impact journals by awarding financial prizes.	Science Department	Tools: - Secundus program (salary incentive scheme for researchers). - Monitoring the effectiveness of the Secundus programme. Indicator: Ratio % of researchers who received incentive payments in relation to all researchers.	The Secundus program (internal regulation ZW 111/2020) is being implemented on an ongoing basis. Currently, the regulations of the Secundus program are part of the remuneration regulations (ZW 147/2025). The goal of the program is to distinguish 100 early-career researchers (up to 40 years old) having best publication achievements in a given calendar year. The award is given to academic teachers employed on research or research and teaching positions. In 2022, 67% of researchers who met the criteria of the Secundus program were authors or co-authors of any publication listed in the ministerial register. The percentage of researchers with publications awarded ministerial points in a given year increased between 2022 and 2024 to 70%. <table><tr><td></td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Number of researchers who meet the criteria of the program</td><td>720</td><td>689</td><td>706</td></tr><tr><td>Number of researchers with ministerial points, of those who meet the criteria</td><td>480</td><td>476</td><td>493</td></tr><tr><td>Share of researchers with ministerial points relative to all researchers who meet the criteria</td><td>67 %</td><td>69 %</td><td>70 %</td></tr></table> Status: completed / ongoing		2022	2023	2024	Number of researchers who meet the criteria of the program	720	689	706	Number of researchers with ministerial points, of those who meet the criteria	480	476	493	Share of researchers with ministerial points relative to all researchers who meet the criteria	67 %	69 %	70 %																				
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27 Gender balance	Goal: Increasing the balancing gender representation among all staff groups at the University.	University Equality Policy Team	Tools: a) Formulation and implementation of guidelines for balancing gender representation in management structures and organisational units, competition committees, teams, expert and review committees. b) Formulation of guidelines for the integration of the aspect of balancing gender representation in competition procedures. Indicator: - % an increase in the number of women among staff groups / management / selection panels – in comparison to the all employees.	The gender balance is monitored and reported annually. <u>Report on the implementation of the Equality Plan for Wrocław University of Science and Technology for the years 2022-2024</u> The website rowna.pwr.edu.pl provides reports on equality and a Report on the Implementation of the GEP Policy. <u>Report on pay equality based on the average basic salary of the Wrocław University of Science and Technology staff for the calendar year 2024</u> <u>Report on pay equality among the Wrocław University of Science and Technology staff for the calendar year 2024</u> <u>Report on gender balance at Wrocław University of Science and Technology for the calendar year 2024</u> We are seeing a steady increase in the number of women participating in university life. Status: completed / ongoing
30 Access to career advice	Goal: Strengthening researchers' soft skills (e.g. in relation to finding employment).	Career Office	Tool: - Training and career advice for researchers. Indicators: a) Number of young scientists (R1) and researchers (R2-R4) benefiting from counselling, training and other events (e.g. development programmes such as mentoring) organised by the Career Office. b) Number of researchers registered on the Career Office portal.	- support was provided to a total of 184 doctoral students Status: completed to a very limited extent / scheduled for 2026–2029 recorded as 30.1 in Action Plan
32 Co-authorship	Goal: An increase in the proportion of researchers acting as co-authors of papers, patents and research findings, particularly in the context of international collaboration.	Library of Wrocław University of Science and Technology	Tool: - Monitoring the development of early career researchers (R1-R2) as co-authors of papers, patents and research results independently of their supervisors. Indicator:	There is no possibility of monitoring data. The hiring system at WUST does not provide for a tutor-student model, lacks the definition of a “supervisor” for researchers with doctoral degree, and lacks data concerning the function/role/age of co-authors in bibliographic database records of achievements (DONA, Scopus, WoSCC). A suggestion for an alternative indicator: the number of papers produced through international collaboration. This indicator can be monitored on an ongoing basis using the DONA, InCites and SciVal



			Number of young researchers (R1-R2) publishing independently of their supervisors.	databases. Papers produced through such collaboration are characterised by significantly higher values, for example, of the Field-Weighted Citation Impact. Included as Action 32.2 in the Action Plan 2026–2029
33 Teaching	Goal: Reducing the teaching workload of academics.	Educational Department	Tools: - Tertius programme - reduction of the obligatory teaching hours due to the implementation of research projects. - The monitoring of the effectiveness of the Tertius programme. Indicator: Ratio % of researchers who received a reduction in the obligatory number of hours for leading research projects to all academic staff.	List of reductions under the Tertius Programme for the 2025/2026 academic year: - number of teachers 108 - total number of hours of reductions 6423 Status: completed / ongoing
34 Complaints/appeals	Goal: To reduce the number of cases involving unfair and unequal treatment within the institution, maintaining appropriate confidentiality in particular in cases involving ethical breaches by academic staff of the University (R1-R4) - Promoting fair and equitable treatment within the institution, maintaining appropriate confidentiality in particular in cases involving ethical breaches by academic staff of the University (R1-R4).	Rector's Committee on Academic Affairs, Internal Mediator of Wrocław Tech Disciplinary Prosecutors for Academic Teachers, Disciplinary Prosecutor for Doctoral Students	Tools: - The rules governing the work of Rector's Committee on Academic Affairs, Internal Mediator of Wrocław Tech Disciplinary Prosecutors for Academic Teachers, Disciplinary Prosecutor for Doctoral Students - Guidelines for reporting cases of unfair and unequal treatment. Indicator: Number of consultations and applications to the Mediator and the Disciplinary Prosecutor for Academic Teachers and for Doctoral Students.	- As of 1 January, 2025, along with the expiration of the four-year term of the Disciplinary Prosecutors for Academic Teachers, new Prosecutors have been appointed. - Number of cases reported: 2022 – 7 / 2023 – 4 / 2024 – 5 / 2025 – 4 Status: completed / ongoing



34 Complaints/appeals	Goal: To reduce the number of cases involving unfair and unequal treatment within the institution, maintaining appropriate confidentiality in particular in cases involving ethical breaches by academic staff of the University (R1-R4) - Promoting fair and equitable treatment within the institution, maintaining appropriate confidentiality in particular in cases involving ethical breaches by academic staff of the University (R1-R4).	Vice-Rector for University Organisation and Development, The Rector's Plenipotentiary for Counteracting Corruption	Tools: a) A communication campaign among the University's employees aimed at consolidating positive perceptions of notification activities and promoting an attitude of civic responsibility. b) Information actions on the status and rights of the Signaller. Indicator: - Number of reports per secure communication channel SygnaLista (whistleblower).	An information campaign among the university staff aimed at reinforcing the positive perception of reporting and promoting a civic responsibility attitude. Internal reporting procedure has been communicated by internal documents published on the intranet, which regulate the reporting of irregularities and the protection of reporting individuals (whistleblowers). Information on the binding internal regulations and the available reporting channels have been published on the university's website (in the tab of the Plenipotentiary for Anti-Corruption). The website and the information on it are publicly available, without the requirement to log in or any additional restrictions. The guidebook for new employees, chapter 7, contains information on the current Policy on Reporting Irregularities and Protecting Whistleblowers. Researchers applying for a job at the university receive an automatic response from the application submission system informing that the University has a Policy on Reporting Irregularities and Protecting Whistleblowers. In addition, entrepreneurs, suppliers, and service providers can find the relevant information about the existing channels for reporting irregularities not only on the website, but also in the tender document, i.e. in the Specification of Contract Terms. Staff members employed under freelance contracts also receive information about the possibilities of reporting irregularities from HR assistants. Internal regulations were also introduced. Employees handling irregularity reports in individual university units were trained for protecting identities of whistleblowers. An internal audit investigated the organisation and functioning of whistleblowers' protection, as defined in the Act of June 14, 2024 on the protection of whistleblowers. Number of reports to the whistleblower's safe communication channel: 1. Status: completed/ongoing
Block IV. Training				
39 Access to research training and continuous development	Goal: Improving the ability to communicate and promote scientific achievements -	Department of Humanities and Social Sciences (Faculty of Management)	Tool: - Training in forms of communication, i.e. how to promote, popularise research and achievements. Indicators:	Implementation of training modules: <i>Group processes</i> [6 h], <i>Interpersonal communication</i> [6 h], <i>Social competences of an academic teacher</i> [6 h], <i>Voice emission</i> [14 h], <i>Personal development</i> [15 h], dedicated to developing effective communication skills adjusted to the level of the interlocutor. In the years 2024-2026, 112 participants were covered by the training "Teaching competences" on the awareness of the place and role of



			a) Number of training in message formulation, self-presentation and media relations. b) Number of training participants	professional ethics. The course was completed by 80 participants. The aim of the task was to train 70% of the participants, and this goal was achieved. In the case of classes at the Doctoral School, 66 students took the <i>Didactics of higher education</i> course, and 285 students took the <i>Personal development</i> course. In this case, goal has also been achieved as the number of participants increased in comparison to the same period in previous years. 1) <u>2nd International Conference on the Social Context of Sciences</u> / with over 60 participants from European and non-European universities. The conference was part of the events planned as part of the Erasmus Staff Week (12-16 May, 2025); the workshop days also included the following trainings: "How to talk about science" / "AI, Social Media and Future for Communication"). 2) Philosophy in Technology, the 4th Edition: 04.2025; number of participants: 25; represented countries: Belgium, Czech Republic, Spain, India, Canada, Germany, Poland, Serbia, Switzerland, Sweden, Italy. One of the important issues during both conferences was promoting and popularizing scientific research and achievements, with particular emphasis on the potential risks associated with the development of mass media. Status: completed/ongoing										
39 Access to research training and continuous development	Goal: Increased access to university-wide training / increased interest in training among researchers / increased number of researchers who have undergone training.	Human Resources Department	Tool: Continuation of University-wide training organised under the Central Training Budget as needed, in line with ZW 50/2021. Indicator: - Number of training courses organised.	Number of trainings for academic teachers. Topics addressed: changes in legislation, use of IT tools, team management, diversity, communication, and personal data protection <table border="1"> <tr> <td></td><td>2022</td><td>2023</td><td>2024</td><td>2025</td></tr> <tr> <td>Number of trainings</td><td>7</td><td>9</td><td>9</td><td>15</td></tr> </table> Status: completed/ongoing		2022	2023	2024	2025	Number of trainings	7	9	9	15
	2022	2023	2024	2025										
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39 Access to research training and continuous development	Goal: A steady increase in access to training and consultations on intellectual property / an increase in the number of	Intellectual Property and Patent Information Office	Tool: Conducting group training and individual consultations on intellectual property rights (issues of substantive law on intellectual property, ways to protect creation,	Total number of training hours/consultations: 35 Status: completed/ongoing										



	researchers who have received training.		legal aspects of scientific collaboration and commercialisation). Indicator: Number of training/consultation hours completed.											
39 Access to research training and continuous development	Goal: Enhancing the professional skills of researchers through funding for training.	Human Resources Department	Tools: - Regulations on educational funding - Monitoring the number of training grants for researchers. Indicator: Number of grants awarded for language courses, postgraduate studies for researchers.	Based on the applications filed by employees for training grants. <table border="1"><tr><th></th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>number of grants awarded</td><td>5</td><td>6</td><td>21</td><td>9</td></tr></table> The data is stored in the Central Training Register managed by the Department of Training and Community Development. Status: completed/ongoing		2022	2023	2024	2025	number of grants awarded	5	6	21	9
	2022	2023	2024	2025										
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39 Access to research training and continuous development	Goal: To strengthen career guidance activities / strengthening researchers' capacity for self-assessment.	Career Office	Tool: Training for researchers – supporting staff in self-assessment and development in soft skills areas. Indicators: a) Number of employees benefiting from soft skills consultations. b) Number of consultations held.	A meetings will be organised with the Doctoral Student Council to discuss the scope of support and needs. The offer is communicated through mailing lists, social media, newsletters sent to the Doctoral Student Council and to the Doctoral School. - support was provided to a total of 184 doctoral students Status: partially completed / planned for 2026-2029										
39 Access to research training and continuous development	Goal: Improving researchers' skills in international research collaboration.	Wrocław Centre for Technology Transfer	Tool: Training for WUST research staff in international research cooperation, with particular emphasis on Horizon Europe (acquisition, implementation and accounting for HE projects). Indicator: Number of training courses completed.	Training for academic staff on international research collaboration=48 Details are available on the website: Sprawozdanie-WCTT-za-2024.pdf Status: completed/ongoing										
39 Access to research training	Goal: Improving researchers' skills in international	Wrocław Centre for Technology Transfer	Tool: Training for WUST research staff in international economic and innovation cooperation.	Training for academic staff on international research collaboration=48 Details are available on the website: Sprawozdanie-WCTT-za-2024.pdf										



	research and innovation cooperation.		Indicator: Number of training courses completed.	Status: completed/ongoing																									
39 Access to research training and continuous development	Goal: To enhance researchers' expertise in the commercialisation of research findings, technology transfer and collaboration with the business sector.	Wrocław Centre for Technology Transfer	Tool: Training for participants of the WUST Doctoral School in the commercialisation of research results, technology transfer and cooperation with the economy. Indicator: Number of completed training courses (at least 1 training course per year).	Training for academic staff on international economic and innovation cooperation = 32. Details are available on the website: Sprawozdanie-WCTT-za-2024.pdf Status: completed/ongoing																									
39 Access to research training and continuous development	Goal: Improving researchers' data management skills.	Wrocław Centre for Networking and Supercomputing	Tool: Consultancy and training services for data management, computing services, scientific software and cyber security. Indicator: Number of consultation meetings, trainings and workshops.	<table border="1"> <thead> <tr> <th></th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr> </thead> <tbody> <tr> <td>Number of training sessions and workshops</td><td>20</td><td>26</td><td>11</td><td>36</td></tr> <tr> <td>Number of Wrocław Tech participants</td><td>21</td><td>33</td><td>55</td><td>143</td></tr> <tr> <td>Number of other participants (from outside Wrocław Tech)</td><td>13</td><td>25</td><td>11</td><td>418</td></tr> <tr> <td>Total (number of participants)</td><td>34</td><td>58</td><td>66</td><td>561</td></tr> </tbody> </table> Status: completed/ongoing		2022	2023	2024	2025	Number of training sessions and workshops	20	26	11	36	Number of Wrocław Tech participants	21	33	55	143	Number of other participants (from outside Wrocław Tech)	13	25	11	418	Total (number of participants)	34	58	66	561
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