

European Charter for Researchers at Wroclaw Tech 2016-2023



HR EXCELLENCE IN RESEARCH



Meeting 27-28 April 2023



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MISSION OF THE UNIVERSITY: „WE CO-CREATE A COMPETENT FUTURE”

Wrocław University of Science and Technology
is a technical university and research institution.

The mission is carried out through:

- ◆ highest standards in research
- ◆ internationalization
- ◆ high quality education tailored to market requirements.

As an academic community, we :

- ◆ are open
- ◆ cultivate university values and traditions
- ◆ implement comprehensive partnerships with other colleges and external partners.

WUST belongs to the largest and the best universities of technology in the country:

- ◆ **13** faculties ◆ **3** branches
- ◆ **2 thousand academic teachers** ◆ **23 thousand students.**



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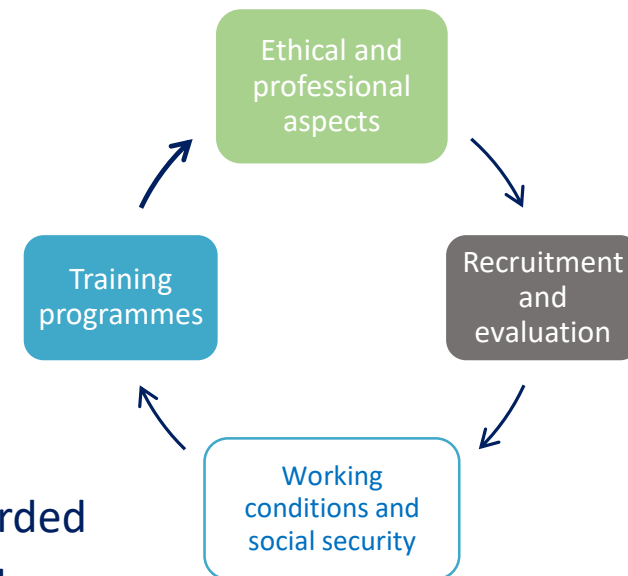
THE EUROPEAN CHARTER FOR RESEARCHERS –

9th of March 2016 – declaration of support for the European Charter for Researchers and Code of Conduct for the recruitment of Researcher

European Charter for Researchers and the Code of Conduct :

- ◆ describe the rights and obligations of researchers, their employing institutions, and funders
- ◆ are addressed to all researchers in the EU at any stage of their career
- ◆ recognise the value of mobility as a means of furthering the professional development of researchers

Wrocław University of Science and Technology received was awarded HR Excellence in **2016** as one of the first institutions in Poland.



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Since 2016, Our University has been taking the best efforts to comply with all the remaining rules, in accordance with the Polish law and the University's internal normative acts.



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RESULTS OF THE IMPLEMENTATION OF THE EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS AT WROCŁAW TECH

Ethical and professional aspects

- ◆ Code of Ethics for Employees (since 2016)
 - ◆ The University *mediator* of WUST
- ◆ Research Ethics Committee (since 2021) – opinion on research projects
 - ◆ Anti-plagiarism and anti-corruption systems
 - ◆ Whistleblower communication channel
- ◆ Equality Plan for the University (since 2022)
 - ◆ Code of Ethics for Doctoral Students
- ◆ Rector's Plenipotentiaries for e.g. anti-discrimination, anti-corruption, quality of education, persons with disabilities, evaluation of scientific activity quality

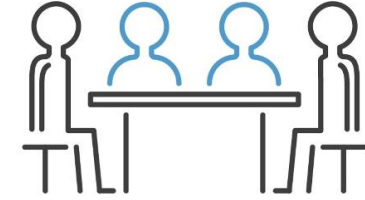


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RECRUITMENT AND EVALUATION



- ◆ Regular evaluation of academic staff is carried out in a transparent manner and by an independent committee (once every four years).
- ◆ the mobility criterion when assessing qualifications and development path of academic staff
- ◆ Chapter VII, Annex 8 - Procedure and conditions of the competition for the position of academic teacher, Statute of WUST (September 2021)
- ◆ The competition committees represent a wide range of experience and expertise.
- ◆ In recruitment processes documents can be submitted that confirm additional achievements relevant to future responsibilities.
- ◆ In competition procedures we use both quantitative and qualitative assessment methods to evaluate applicants.



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WORKING CONDITIONS AND SOCIAL SECURITY



- ◆ Labour Regulations (since 2019; last update - 10.2021)
- ◆ Remuneration Regulations
- ◆ Regulations of the Doctoral School
- ◆ **Doctoral Student Council** (R1) and **Iuvenum Academy** (R2) - are included in the management tasks
- ◆ The University supports activities to building scientific excellence, including cooperation with foreign research centres, membership in the UNITE!

- ◆ the procedure of granting paid leave to academic staff in order to undergo training abroad, a research/didactic internship, participation in a conference or joint research conducted with a foreign entity

- ◆ intellectual property rights

- ◆ The University developed financial programmes (Primus, Secundus, Tertius), also dedicated to young researchers (R1-R2)
- ◆ action in the area of creating “Employee Zone” website in English



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Training programmes



- ◆ extensive support of researchers through participation in conferences, training and other forms of education e.g.:
 - the training policy for researchers
 - the Procedure for organisation of training for WUST employees,
 - internal regulation (ZW 50/2021) on improving qualifications of WUST employees (the possibility of refunding costs incurred for post-graduate studies or language courses)
- ◆ The Department of Humanities and Social Sciences and the Department of Foreign Languages offer: -
 - workshops developing interpersonal skills and intercultural workshops
 - language courses (including courses in 'rare' languages)
 - specialist English courses for academic teachers conducting classes in Academic English
 - language courses commissioned by the University's departments and organisational units
 - courses preparing for international certificate exams
- ◆ The Department of International Cooperation:
 - coordinates and informs about scholarship offers and EU projects e.g. scholarships for PhD students.



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Training programmes



- ◆ lectures by visiting professors (Information is disseminated through the Electronic Information Bulletin, Project Management Department bulletin, Regional Contact Point bulletin, Wrocław Technology Transfer Centre website).
- ◆ Training courses on management psychology and labour law are organised periodically for the management.
- ◆ The training topics are also based on surveys and takes into account the team needs.
- ◆ The Regional Contact Point conducts and monitors the effectiveness of the training activities undertaken.
- ◆ The University participates in the following educational programmes: Erasmus+, Erasmus-Mundus, Scholarship and Training Fund, Student Exchange Programme, Double Degree Master Programme, Polish-American Fulbright Commission, German Academic Exchange Service.



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OTM-R – OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT OF RESEARCHERS

RECTOR ¶

INTERNAL REGULATION 3/2023 ¶

of 11 January 2023 ¶

on the procedure for conducting open competitions for the position of academic teacher at
Wrocław University of Science and Technology ¶



Politechnika
Wrocławska

Pursuant to point 8 of Annex 8 of the Statute of Wrocław University of Science and Technology,
it is hereby ordered as follows: ¶

§ 1 ¶

The procedure for open competitions for the position of Academic teachers shall be established ¶

- 1) → professor, university professor, associate professor, assistant professor; ¶
- 2) → senior lecturer, lecturer, assistant lecturer, instructor; ¶
- 3) → visiting professor, visiting researcher, visiting lecturer. ¶

§ 2 ¶

The Ordinance shall enter into force on the date of publication. ¶

Prof. Arkadiusz Wójs DSc Eng. ¶



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PROCEDURE FOR OPEN COMPETITIONS FOR THE POSITION OF ACADEMIC TEACHER

General provisions

1. Wrocław University of Science and Technology, hereinafter referred to as the University:
 - a) recognises candidates who have chosen to pursue a career at the University as professionals;
 - b) does not discriminate against job applicants in any way: on grounds of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion and social or material status;
 - c) aims for gender balance and the internationalisation of scientific staff;
 - d) sets the standards for the candidates' admission for employment.
2. The competition procedure should take place in an open, transparent, substantive and efficient manner.
3. The assessment of the candidate's achievements should be qualitative and quantitative; not only publications but also aspects of teaching, scientific supervision, teamwork, knowledge transfer, innovation and spreading scientific awareness in society should be taken into account.
- 4. The competition procedure should maintain the international standards protected in *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers*.**



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Principle "Transparency", e.g. :

1. Information about the competition shall be made public for at least 30 calendar days prior to the competition, simultaneously in the following sources:
 - a) the University's eBIP website;
 - b) the BIP website of the Ministry responsible for higher education;
 - c) European Board website on the European portal for mobile researchers.

Principle "Selection" , e.g.:

The Board conducting the competition consists of:

- a person who is to be the direct superior of the employee being employed, and at least 3 persons representing the same scientific discipline as the employee being employed or a related discipline. If the competition is for the position of a professor or a university professor, the persons who are members of the Board should be employed at the position of a professor or a university professor, including at least one person at the position of a professor.



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THE SELECTION OF THE CANDIDATE TAKES PLACE IN FOUR STAGES:

Stage I - formal verification of documents

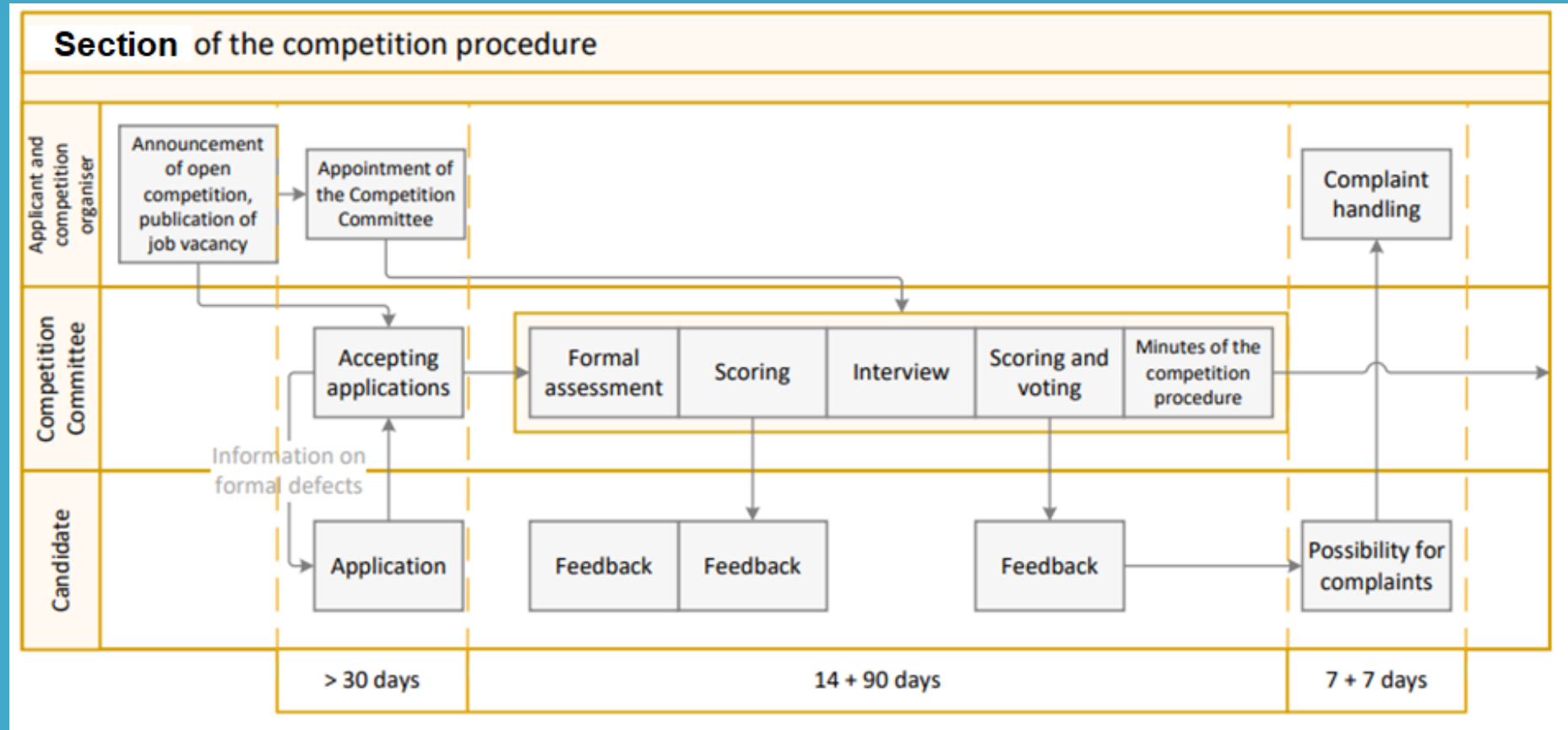
Stage II - assessment of the candidate on the basis of the application

Stage III - interviews

Stage IV - selection of the candidate



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Principle "Transparence" – four-step feedback and complaints mechanism



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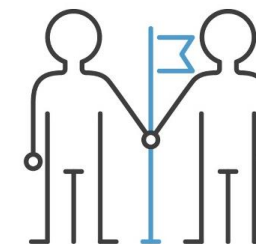
Training and awareness raising within the institution

- ◆ Training was provided to the HR Assistants
- ◆ Training for the selection committees is scheduled



Quality control system

- ◆ Regular meeting with HR Assistants
- ◆ The reporting templates



Plans for the future

◆ Internal regulations



update the OTM-R policy

- ◆ We are developing a system, that will allow us to assess if the OTM-R policy meets its objectives.



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How are we monitoring progress of the implementation of the rules of European Chard and the Code of Conduct ?

- ◆ regular meetings to review the progress of work in University units
- ◆ internal reporting system

**Univeristy
Units**



**Coordinator
of the Team**



**Vice-Rector for
Organization and
Development**

Wroclaw University of Science and Technology once again declares a consistent application of rules included in the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.



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