



Wrocław University
of Science and Technology

HR STRATEGY FOR RESEARCHERS (HRS4R)

The implementation of the principles of
the European Charter for Researcher
and the Code of Conduct for the
Recruitment of Researchers at Wrocław
University of Science and Technology

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INTRODUCTION

Basic information on the University

Wrocław University of Science and Technology was founded in 1945. It is the heir of the material heritage of the German Königliche Technische Hochschule Breslau and of the intellectual and scientific heritage of the Lviv Polytechnic.

For years the university has been one of the best technical universities in the country. In 2021, at thirteen faculties in Wrocław and in three branches, under the guidance of two thousand academic teachers there studied 25 thousand students and 900 doctoral students. This group also includes 500 people with disabilities and over a thousand foreigners from 60 countries. Students are active in more than 200 scientific clubs, organisations and cultural agencies, and thanks to their international projects they travel all over the world.

Since 2014 at Wrocław University of Science and Technology there has also been an Academic School Complex, comprising a high school (*Liceum*) and a secondary school (*Gymnasium*).

Our researchers regularly win grants for their research, and their inventions and solutions are appreciated by the research community and implemented. They also work closely with researchers from all over the world.

Wrocław University of Science and Technology is actively developing cooperation with many international universities and institutions so that our students can take advantage of the double degree option. Currently such agreements are concluded with 250 partners from 49 countries.

At the end of 2021, a decision was made to include Wrocław University of Science and Technology in "Unite!" – University Network for Innovation, Technology and Engineering, an elite organisation that brings together universities from seven EU countries. The aim of the network is to create a model of education that meets the challenges of the modern world. Wrocław University of Science and Technology will be the first to represent the eastern part of the Old Continent in Unite! We have brought to the network a comprehensive offer of education in English for students and doctoral students, access to educational resources, laboratories and unique research equipment.

The university's teaching offer includes 60 diverse fields of study, a large proportion of which are taught in English. At the moment we have 37 study programmes in foreign languages. WUST offers standard curricula, but also allows students to choose individual courses. Students can also create their own specialities. They have the opportunity to take part in internships, placements, or work on their diploma thesis in branches of renowned companies all over the world, e.g. Nokia, COMARCH, KGHM, NETIA, Volvo, Ryanair.

Regular contacts connect the University with many teaching and research institutions around the world. Thanks to the conclusion of partnership agreements (205 partners from 49 countries), students and academic staff of Wrocław University of Science and Technology have the opportunity to study abroad and participate in joint projects. The University participates in the following educational programmes: Erasmus+, Erasmus-Mundus, Scholarship and Training Fund, Student Exchange Programme, Double Degree Master Programme, T.I.M.E., Polish-American

Fulbright Commission, DAAD (German Academic Exchange Service). Additional opportunities for trips and scholarships are also offered by foundations, organisations and institutions with which Wrocław University of Science and Technology cooperates. These are, among others: Campus France (French government scholarships), DAAD, GFPS – Poland, Vulcanus in Japan, Polish-American Fulbright Commission, Ministry of Science and Higher Education, Scholarship Programmes of the Bureau for Academic Recognition and International Exchange, since October 2017 the National Agency for Academic Exchange, and the City Council of Wrocław.

The high level of scientific research conducted by the University's staff and the excellently equipped laboratories result in cooperation with many national (over 170) and international (5900) research units. The University has 801 teaching laboratories, 258 research laboratories and 10 accredited laboratories.

Researchers of Wrocław University of Science and Technology have submitted a total of **19,350 publications in journals from the Philadelphia List** and **17,623 publications in journals with an Impact Factor (IF)**. From 1.01.2016 to 31.12.2021, the number of publications from the Philadelphia List with affiliation of Wrocław University of Science and Technology amounted to 7,953 and 7,072 publications in IF journals (data as of 31.12.2021), among which there are 143 works with the impact factor IF over 10. The scholarly accomplishments of Wrocław University of Science and Technology employees also includes papers published in such journals as *Chemical Reviews* (IF=60.2), *Nature* (IF = 49.9), *Chemical Society Reviews* (IF = 42.85), *Science* (IF = 41.0) and *Nature Photonics* (IF=38.7).

44 researchers from Wrocław University of Science and Technology have been included in the latest edition of the prestigious TOP 2% ranking of the world's most influential people in science.

According to the reports of the Patent Office of the Republic of Poland for 2016 -2020 and data for 2021 from SLU (the University's own system for recording information on applications and protection of intellectual property), Wrocław University of Science and Technology is one of the Polish leaders in the area of the number of filed inventions and utility models and obtained patents and protection rights for utility models. From 1 January 2016 to 31 December 2021, the University submitted a total of 596 objects of industrial property for protection. This number included applications for 551 inventions (including 11 outside Poland), 19 utility models, 15 industrial designs (2 Polish and 13 EU), 10 trademarks (including 1 EU) and 2 topographies of integrated circuits. In the same period Wrocław University of Science and Technology was granted 617 exclusive rights, of which 563 were patents (including 6 protected outside Poland), 34 were protection rights for utility models, 13 were rights in registration of industrial designs (including 11 EU designs) and 7 were protection rights for trademarks.

Together with industry and other entities, 77 agreements on joint rights to industrial property objects have been executed. The University has also applied for 10 trademarks, of which 7 have been granted protection rights. In 2016-2021, the results of 63 research and development works of our scientists were commercialised. 50 licences for inventions of WUST employees were granted and 13 assignments of rights were made.

Wrocław University of Science and Technology signed **the University Social Responsibility Declaration (DSRD)** in 2017. DSRD is a voluntary commitment by universities to promote the idea of sustainable development and social responsibility in educational programmes and management and organisational solutions. The social responsibility of a university covers various aspects of its functioning, in which the development of research and

education is strongly correlated with the needs and crises of society and economy. The overarching goal is to maintain a culture of openness and sensitivity to societal needs as well as global challenges, while maintaining autonomy.

In accordance with its Statute, Wrocław University of Science and Technology is a university that develops ethical attitudes based on truth, tolerance, equality, openness and intellectual freedom, i.e. on such principles and values which are indispensable for sustainable development of the contemporary world. The main objective of the “**Gender Equality Plan for Wrocław University of Science and Technology**” is to promote equality and diversity as principles that enable all those working and studying at the University to prosper, develop and fulfil their potential, and deepen their autonomy of thought and action. The adoption of the plan complements and extends the range of pro-equality and anti-discrimination measures implementing the commitments made by the University in connection with the award of the “HR Excellence in Research” logo by the European Commission. It is also intended to implement the recommendations of the European Commission regarding the implementation of the Gender Equality Plan in research units.

Over the period 2016-2021, the Rector of Wrocław University of Science and Technology appointed the Rector’s plenipotentiaries for persons with disabilities and for issues of anti-discrimination, anti-corruption, education quality assurance, research quality evaluation, the Lower Silesian Science Festival and European cooperation. In matters of dispute resolution, an important role is played by the Mediator and the Disciplinary Prosecutors for academic staff, doctoral students and students.

The University established the **Centre for Sustainable Development and Climate Protection** (Centrum Zrównoważonego Rozwoju i Ochrony Klimatu, CZRiOK) which operates as a result of the activities of WUST community aimed at integrating the University community in the pursuit of its zero-emission status and thus at realising the vision of the University as a Green University and a University of the Future. The University of Science and Technology wants to be a university that sets trends, conducts research, looks for new solutions and technologies that benefit the environment, educates on issues related to climate protection, but also initiates the changes. The aim of CZRiOK’s activities is also to improve the scientist’s working environment through the results of the team for sustainable, pro-environmental and open administrative processes at the University, e.g. implementation of an electronic document circulation process aimed to reduce paper consumption and speed up the circulation of documents. The Centre’s mission is to highlight the academic community’s views on climate change and the actions that should be taken to protect the climate.

Academia Iuvenum established by His Magnificence Rector (2021) is the implementation of a new system of excellence of Wrocław University of Science and Technology. The ranks of Academia include **young WUST scientists (at least one year after their doctoral studies) who successfully implement research projects and are** leaders representing particular scientific disciplines conducted at the University. The task of this elite group is to undertake intellectual initiatives and create a specific platform for the exchange of ideas, as well as enable young scientists to express their opinions inside and outside the University.

The scope of activities of the **Research Ethics Committee** (from 2021) includes giving an opinion on research projects in which it is planned to conduct non-invasive empirical research with the participation of humans that does not lead to interference in the body of the research subject. Opinions on projects concern their compliance with ethical principles and standards and



within the scope of respecting and honouring the dignity of a human being and his/her fundamental rights and freedoms.

For several years, **the Department of Accessibility and Support for People with Disabilities** has been implementing the idea of a “barrier-free” university, open and friendly to young people with disabilities. Thanks to the implementation of a number of different forms of support for the education of people with disabilities, the University has successfully applied for EU funding under the “Accessible University” competition, submitting a project entitled “University of New Opportunities”. This project enables further development of the University in terms of offering extensive support for students with disabilities. One such form is the established **Center for Psychological Consultation and Mediation**. The Centre provides support to staff in understanding the problems of students with disabilities as part of a joint project of Wrocław University of Science and Technology and “Your New Opportunities” - Association for Equal Access to Education.

The Career Office prepares students and graduates of Wrocław University of Science and Technology to enter the labour market: it trains, advises, cooperates with employers and organises events to support both communities in establishing contacts and sharing knowledge. Trainings offered by the Career Office help develop interpersonal competences. The basis of the support offered is individual consultations with career counsellors. They mainly deal with issues of entering the labour market, i.e. preparation of application documents, preparation for job interviews. Part of the consultations is devoted to the choice of the direction of further education. The counselling is mainly addressed to students, but it is also used by candidates for studies and graduates of Wrocław University of Science and Technology. The Career Office runs a portal with a database of employers interested in employing students and graduates of Wrocław University of Science and Technology. Students and graduates have access to job, internship and placement offers dedicated to them. The Career Office also conducts research. Every year, thanks to the support of students, the survey “My Ideal Employer” is conducted. The report from this survey provides answers to questions about students’ expectations from their first job; a ranking of the best-rated employers is also created. An important survey is conducted among university graduates. From the perspective of their initial professional development, the graduates assess the usefulness of the knowledge and skills acquired at the university. They subjectively assess their preparation to perform future professional duties. An important aspect of the Career Office’s activities is the developed Mentoring Development Programme, i.e. individual consultations with the university’s graduates who have achieved professional success and now wish to pass on their knowledge to others.

Doctoral School

The Doctoral School of Wrocław University of Science and Technology educates doctoral students preparing them for the doctoral degree. The main objective of the training process at the Doctoral School of Wrocław University of Science and Technology is to comprehensively prepare doctoral students for their research and future career at the university or in research and development. Doctoral studies at the Doctoral School of Wrocław University of Science and Technology are conducted in 12 disciplines in which the University is authorised to confer doctoral degrees. The following competencies are developed: soft competencies, specialist competencies in the field of education and outside the field of education, social, didactic and

linguistic competencies. Education is conducted on the basis of **an educational programme of an interdisciplinary character and an individual research plan**. The courses for doctoral students may take place online, on-campus or in a hybrid mode. There is flexibility of choice. The selection of obligatory courses at the Doctoral School is structured in such a way as to ensure the implementation of learning outcomes at level 8 of the Polish Qualification Framework (Polska Rama Kwalifikacji, PRK), as well as to encourage and motivate doctoral students to think outside the box and be open to foreign cooperation and partnerships between the worlds of science and business.

The Doctoral School is making strenuous efforts to increase the level of internationalisation. To this end, it is gradually increasing the range of courses offered to doctoral students in English, and as of 10.2022 it introduces **compulsory courses to be delivered exclusively in English**. Additional optional courses will be delivered in both languages (Polish and English). In addition, a **System of Assuring the Quality of Education** has been introduced in the Doctoral School to ensure a high level of education for doctoral students. The System of Assuring the Quality of Education at the Doctoral School encompasses the processes involved in the education of doctoral students and describes the mechanisms for monitoring, assessing and analysing these processes in order to continuously improve them and eliminate irregularities.

One of the main tasks of the Doctoral School is its Internationalisation. To this end, a number of tasks are undertaken, e.g. since the academic year 2020/2021 **an internationalisation condition** has been introduced as one of the prerequisites for potential supervisors, i.e. the potential supervisor, in addition to the merit-based and formal requirements, must have experience in international cooperation in the implementation of scientific research or have publications of international scope (<https://szd.pwr.edu.pl/promotorzy>). In addition, since the academic year 2020/2021 one of the conditions for admission of a PhD student to the Doctoral School is knowledge of English at B2 level.

The Doctoral School also implements the project **“Ster – Internationalisation of Doctoral Schools.”** The implemented project: InterDocSchool ("Internationalisation of Wrocław University of Science and Technology Doctoral School") enables activities that increase internationalisation of the Doctoral School. The project finances foreign internships for doctoral students, organisation of international summer and winter schools, study visits to other foreign schools, organisation of the stay of visiting professors and creation of new courses in English.

Wrocław University of Science and Technology has been supporting the research development of young scientists, which is reflected in the high scores of the **PRODOK** national competition, which awards the most pro-doctoral universities in Poland. In the 2019/2020 academic year, Wrocław University of Science and Technology took third place in the PRODOK 2020 competition, and in 2020/2021 it earned the distinction of being ranked 4th and 5th. The University has a thriving doctoral students' union, which in 2021 won the top prize in the country as **the best doctoral students' union in Poland** in the 2020/2021 academic year.

Information on the position of the University in national and international rankings

Wrocław University of Science and Technology in recent years has stabilized its high position among the most important and best Polish universities. In the most valuable national



University Ranking of the Perspektywy Foundation in the last three years our University took the sixth place in the overall ranking of all higher educational institutions and the third place in the evaluation of universities of technology.

The Perspektywy University Ranking 2021:

- 3rd place among Polish technical universities,
- 6th place among all universities in Poland,
- 1st place in the fields of construction and process engineering.

Also in other rankings organized in Poland, the University occupies leading positions. In the 2021 National Salary Survey conducted by Sedlak&Sedlak, the University was ranked second in the country and first in Lower Silesia in a list of universities with the highest median salary.

The University was also placed once again among the most pro-doctoral universities in the country, taking fifth place in PRODOK competition organised by the National Representation of Doctoral Students. In addition, the Doctoral Council of Wrocław University of Science and Technology proved to be the best in the country.

As far as international rankings are concerned, also in this case the position and reputation of Wrocław University of Science and Technology is growing noticeably year by year.

In the most important and prestigious Academic Ranking of World Universities (ARWU) in 2021, the university was ranked at positions 901-1000, while in the Shanghai Global Ranking of Academic Subjects across Natural Sciences, Engineering, Life Sciences, Medical Sciences, and Social Sciences, three research areas taught at Wrocław University of Science and Technology were classified: Mathematics (position in the 201-300 range in the Natural Sciences category), Mechanical Engineering (position in the 301-400 range) and Energy Science & Engineering (position in the 301-400 range) - both listed within the Engineering category.

Wrocław University of Science and Technology is also highly valued in the latest Regional EECA QS University Rankings 2022, in which it took 45th place among 400 universities from Eastern Europe, Central Europe and Central Asia, including 4th place among Polish universities and 2nd place among Polish universities of technology.

Places the university took in other global rankings in 2021:

- QS World University Ranking 2022: position in the range 801-1000,
- The Center for World University Ranking 2021/2022: position 985 in the world, 380 in Europe.

Places the university took in other lists of academic disciplines in 2021:

- QS World University Rankings by Subject 2021:
 - Material Sciences: position in the range 301-350
 - Engineering-Mechanical: position in the range 301-350
 - Engineering-Electrical and Electronic: position in the range 351-400
 - Mathematics: position in the range 351-400
 - Chemistry: position in the range 401-450
 - Physics & Astronomy: position in the range 501-550
 - Computer Sciences and Information Systems: position in the range 501-550
- Times Higher Education by Subject 2022:
 - Computer Science: position in the range 601-800
 - Engineering: position in the range 801-1000
 - Physical Sciences: position in the range 1001+

Information on international and national cooperation

Wrocław University of Science and Technology maintains lively international and national cooperation with numerous academic centres and enterprises. We cooperate with institutions from Europe, but also Asia and North America (Chart 1). Among the 5989 foreign institutions (academic centres, scientific government institutions and enterprises), Wrocław University of Science and Technology researchers most frequently cooperate with the Centre National de la Recherche Scientifique (CNRS) in France, the University of Grenoble (France), the University of Cambridge (United Kingdom) and the University of Porto (Portugal) (Graph 2). The research activity of the University's staff, its research and administrative facilities and project management mean that there is lively cooperation with more than 170 national entities, with the Polish Academy of Sciences and the University of Wrocław being among the leaders (Graph 3).



Chart 1. International cooperation of the University.

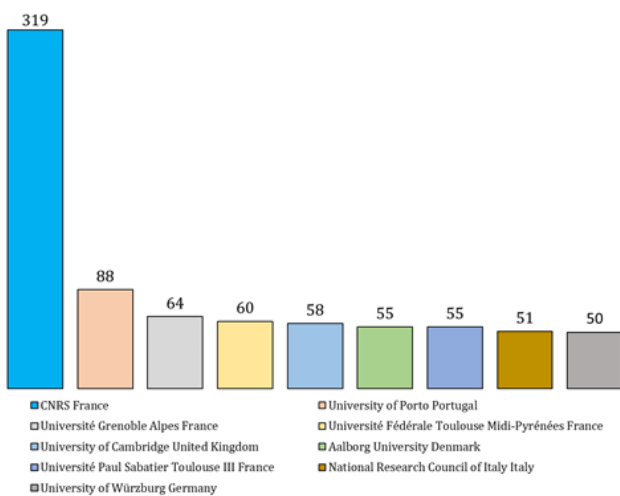


Chart 2. Co-authorship in publications with selected international entities from among 5989 foreign institutions co-operating with Wrocław University of Science and Technology.

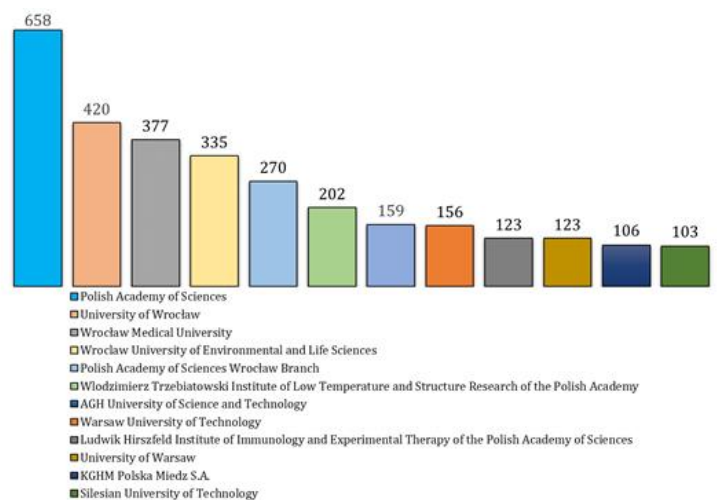


Chart 3. Co-authorship in publications with selected National scientific and academic institutions co-operating with Wrocław University of Science and Technology.



Table 1. Business contracts with institutions and foreign companies binding in 2016-2021

Business contracts	2016	2017	2018	2019	2020	2021
	169	239	217	283	250	226

Table 2. Wrocław University of Science and Technology's cooperation with foreign universities in 2016-2021

Newly signed agreement	2016	2017	2018	2019	2020	2021	Total
Inter-university	36	19	25	28	8	14	130
Inter-faculty	7	8	18	11	3	1	48
within Double Degree Master Program and T.I.M.E.	1	1	2	1	1	1	7
Student exchange	4	4	4	10	4	6	32
within Erasmus Program *	460	521	565	555	599	587	3287
TOTAL	508	553	614	605	615	609	3504

*Number of binding agreements

Table 3. The effects of Wrocław University of Science and Technology's cooperation with foreign institutions in 2016-2021

Type of action	Years					Total
	2016	2017	2018	2019	2020	
Joint research projects commenced	14	13	10	23	21	81
Joint teaching projects commenced	1	3	4	2	2	12

Information on the participation of the University in national and international programs and projects of scientific research

For many years Wrocław University of Science and Technology has been participating in national and international programs and research projects. In this respect, it is one of the most active units in Poland.

Within the framework of financing international cooperation by national institutions, i.e. the National Science Centre, the University has received funds for the implementation of research projects carried out jointly by Polish-German (5 projects) and Polish-Chinese teams (2 projects).

In 2016-2021, the University participated in a number of international competitions. A total of 409 applications for international projects were submitted during this period, of which 107 were successful. For example:

- Horyzont 2020 – in over 130 competitions announced, Wrocław University of Science and Technology submitted 198 applications for project funding,
- KIC (EIT KIC Programme) 34 applications were submitted, of which 13 were positively evaluated,
- ERA-NET: 29 applications were submitted, of which 8 were positively evaluated.

Moreover, Wrocław University of Science and Technology, among others, implemented international projects under the following programmes:

- CORNET (4 projects),
- Coal and Steel Fund (4 projects),
- LIFE,
- the COST European Cooperation in Science and Technology action (23 projects),
- the European Research Area Networks (ERA-NET) programme (11 projects),
- the Norwegian EEA Financial Mechanism (8 projects),
- bilateral projects (Poland-Taiwan, Poland-Turkey, Poland-China, Poland-Africa, Poland-Singapore, Poland-Belarus, Poland-Berlin),
- Knowledge and Innovation Community EIT KIC InnoEnergy and EIT KIC RawMaterial (jointly 16 projects),
- Visegrad Fund Programme (5 projects).

Information on implementation of international research grants

In the year 2016-2021 Wrocław University of Science and Technology implemented:

12 projects under the 7th Framework Program, including:

- 2 in the area of Capacities,
- 7 in the area of Cooperation,
- 3 in the area of People.

37 projects under the HORIZONT 2020 Program, including:

- 15 in the area of Marie Skłodowska Curie actions,
- 12 in the area of Innovation Action,
- 7 in the area of Research & Innovation Action,
- 6 in the area of Coordination&Supporting Action.

Table 4. Summary of international scientific grants in 2016-2021

Akronym	Duration	Area	Program
PRACE-3IP	2012-2016	Capacities	7PR



ENGINE	2013-2016	Capacities	7PR
NANOHEAT	2012-2016	Cooperation	7PR
ANGELAB	2012-2016	Cooperation	7PR
COPERNIC	2013-2016	Cooperation	7PR
IDEAL	2013-2017	Cooperation	7PR
REMEDI	2013-2017	Cooperation	7PR
HyFACTOR	2014-2017	Cooperation	7PR
FI-Core	2016-2016	Cooperation	7PR
EduMEMS	2011-2016	People	7PR
EPiCSTENT	2013-2017	People	7PR
AGEYE	2013-2017	People	7PR
DISIRE	2015-2017	Research&Innovation Action	H2020
EU-GREAT	2015-2016	Coordination&Supporting Action	H2020
EDEN	2015-2019	MSCA-ITN-EJD	H2020
iCspec	2015-2018	Research&Innovation Action	H2020
PRACE-4IP	2015-2017	Research&Innovation Action	H2020
PARTHENOS	2015-2019	Research&Innovation Action	H2020
KAM2WestPoland	2015-2016	Coordination&Supporting Action	H2020
WCE	2015-2016	Framework Programme Agreement&CSA	H2020
PROVIST	2016-2018	MSCA-IF-GA	H2020
RENOIR	2016-2019	MSCA-RISE	H2020
DeeBMED	2016-2018	MSCA-IF-EF-ST	H2020
FUTURING	2016-2018	Coordination&Supporting Action	H2020
PRACE-5IP	2017-2019	Research&Innovation Action	H2020
KAM2WP	2017-2018	Coordination&Supporting Action	H2020
AMable	2017-2021	Innovation Action	H2020
POLYTHEA	2018-2022	MSCA-ITN-EJD	H2020
NANOCARGO	2018-2020	MSCA-IF-ET-ST	H2020
REFLOW	2019-2022	MSCA-ITN-ETN	H2020
KAM2WestPoland 2019	2019-2019	Coordination&Supporting Action	H2020
PRACE-6IP	2019-2021	Research&Innovation Action	H2020
SALSETH	2019-2023	MSCA-RISE	H2020



Grade2XL	2020-2024	Innovation Action	H2020
KAM2WP_2020_2021	2020-2021	EEN-SGA	H2020
NGI Godfathers Prog.	2019-2020	Coordination&Supporting Action	H2020
ASTEP	2020-2024	Research&Innovation Action	H2020
iWAYS	2020-2024	Innovation Action	H2020
DEMOTEC	2021-2024	Research&Innovation Action	H2020
BIONANOPOLYS	2021-2024	Innovation Action	H2020
MOIRA 3	2021-2025	MSCA-ITN-ETN	H2020
2Exciting 2	2021-2024	MSCA-ITN-ETN	H2020
LasionDef	2020-2024	MSCA-ITN-ETN	H2020
OBERON 2	2021-2024	MSCA-ITN-ETN	H2020
EuroCC	2020-2022	Research&Innovation Action	H2020
INTAKE	2021-2025	MSCA-RISE	H2020
CEMoS-OFC	2021-2023	MSCA-IF-EF-RI reintegration	H2020
SENSODOR	2021-2023	MSCA-IF-EF-CAR (Career Restart)	H2020
MetExSPM	2021-2024	Joint Research Project	H2020

Information on the participation of researchers/students in international scholarships and research internships

Researchers of Wrocław University of Science and Technology often participate in international scholarships and research internships. The National Agency for Academic Exchange Programmes (NAWA) finances exchange programmes for students and scientists in bilateral cooperation with Austria, the Czech Republic, France, Portugal, Slovakia, Germany and Ukraine (11 projects).

Participation of students, PhD students, graduates and employees of Wrocław University of Science and Technology in other scholarship programs in 2016-2020:

- German Academic Exchange Service DAAD - a total of 51 academics, students and graduates,
- Fulbright Commission scholarship program – a research scholarship for one employee,
- Activities "Maria Skłodowska-Curie" – research scholarships for 4 employees,
- CEEPUS – 2 students (female),
- Vulcanus in Japan – 1 student (female),
- Baltic University Programme – 34 students and employees.

Information on the international mobility of researchers

In 2016-2021, Germany was the country mostly visited by our scientists. This is due to the fact that German institutions are by far the largest group of foreign institutions with which Wrocław University of Science and Technology cooperates. Among the countries also frequently visited by the researchers from Wrocław University of Science and Technology were: France, Czech Republic, United Kingdom, Italy, the Netherlands, Spain and Sweden.

Table 5. Mobility of Wrocław University of Science and Technology workers - trips in 2016-2021

Purpose of trip	2016	2017	2018	2019	2020	2021
conferences	1170	1133	1226	1115	84	113
non-contractual consultations	121	140	145	107	32	16
contractual consultations	86	48	49	62	6	7
contract	11	10	9	8	2	0
project implementation	265	258	352	352	69	78
lectures	68	72	74	84	17	4
other	623	906	886	808	171	236
Total	2344	2567	2741	2536	381	467

In 2016-2021, scientists coming to our University (not counting arrivals for conferences) most represented Germany, France, the UK, the USA, Ukraine, the Czech Republic, Italy, Spain.

Table 6. Foreign academic researchers who came at Wrocław University of Science and Technology

Purpose of visit	2016	2017	2018	2019	2020
International programmes	16	132	59	41	2
Grant implementation	17	63	15	68	2
Erasmus+ bilateral agreements	13	12	97	35	3
International agreements on scientific and research cooperation	35	91	46	31	4
Individual cooperation	55	46	29	41	4
Other objectives	77	174	54	408	14
Total	213	518	300	624	29

Information on the presence of the University in the international networks of information and communication

Wrocław University of Science and Technology is present in the international networks of information and communication, such as CORDIS, EURAXESS or Participant Portal. Employees of Wrocław University of Science and Technology use the portal of the European Commission CORDIS mainly to seek partners for their projects. Under the Horizon 2020 portal is used as a database of projects funded under the Framework Programs (5 Framework Program, 6 Framework Program, 7 Framework Program, HORIZON 2020). In the previous framework programs served as a source of information on announced competitions.

The University also uses the portal of mobile researchers Euraxess, the aim of which is to support international mobility of researchers by giving free information and providing necessary assistance during abroad trips. In Wrocław Centre for Technology Transfer of Wrocław University of Science and Technology there is the office of Euraxess that helps both those researchers arriving at our university, as well as those traveling from Wrocław University of Science and Technology abroad. Searching for academics, the University put appropriate job advertisements over there, including those carried out in the framework of projects such HORYZONT 2020 i.e. MSCA ITN.

Participant Portal is a contacting tool with the European Commission, which is essential for a scientist in terms of finding an interesting contest, filling an application under HORYZONT2020 and its accounting. Wrocław University of Science and Technology is already registered on the portal, has its own identification number PIC 999845931 and chosen LEAR.

Additionally, in 2013, Wrocław University of Science and Technology become a member of Knowledge4Innovation (K4I) platform at the European Parliament. As a result, it gained the opportunity to participate in the development of European policy in the field of financing research and innovation.

Since 2017, the University has been registered on the Transparency Register Portal. Transparency Register includes organisations involved in the development and implementation of European Union policies. The entry allows employees of Wrocław University of Science and Technology to register for expert groups.



Information on the internationalization of the University in the context of students, graduate students and academic researchers

In 2014, Wrocław University of Science and Technology was awarded the Erasmus Charter for Higher Education, entitling to apply for funds under Erasmus + program for the years 2014/2020. Echea card number of Wrocław University of Science and Technology: 45300-LA-1-2014-1-PL-E4AKA1-Echea. Erasmus code: PL WROCLAW02.

Table 7. Arrivals of foreign students and PhD students at Wrocław University of Science and Technology within the international exchange

Program	Number	The most popular countries
2016		
Erasmus+ KA103	324	Spain, Turkey, France, Portugal, Italy, Germany
Erasmus+ KA107	43	Albania, Vietnam, B&H, India, Russia, Serbia
Exchange	47	China, Korea, Mexico
Mundus	3	Pakistan, Nepal, Bhutan
Double diploma (T.I.M.E)	9	France, Russian Federation
Internship at the I. Wyhowski Award	1	Ukraine
Summer/Winter Schools	61	India
2017		
Erasmus+ KA103	302	Spain, Turkey, France, Portugal, Italy, Germany
Erasmus+ KA107	46	Albania, Vietnam, B&H, India, Russia, Serbia
Exchange	62	China, Korea, Mexico
Mundus	9	Pakistan, Nepal, Bhutan
Internship at the I. Wyhowski Award	2	Ukraine
Summer/Winter Schools	184	India, France, China, Vietnam, Taiwan, Australia, Russia, Italy, Austria, Spain
2018		
Erasmus+ KA103	366	Spain, Turkey, France, Portugal, Italy, Germany
Erasmus+ KA107	25	Russia, B&H, Nepal, Kazakhstan, India, Ukraine, Serbia
Exchange	70	China, Korea, Brazil
Mundus	23	Pakistan, Nepal, Bhutan
Mundus (EMJMD CNE)	19	China, Indonesia, Mexico



Double diploma (T.I.M.E)	4	France, Italy
Internship at the I. Wyhowski Award	1	Ukraine
CEEPUS Freemover	1	Croatia
Summer/Winter Schools	119	India, Brazil, Australia, Taiwan, China, Austria, Russia

2019

Erasmus+ KA103	344	Spain, Turkey, France, Portugal, Italy, Germany
Erasmus+ KA107	15	B&H, Israel, Albania, Butan, Russia, Ukraine, Serbia, Nepal, Lebanon
Exchange	86	China, Brazil, Korea
Mundus (EMJMD CNE)	21	USA, Brazil, Ethiopia, Bangladesh
Double diploma (T.I.M.E)	11	France, Germany
Internship at the I. Wyhowski Award	2	Ukraine
Summer/Winter Schools	204	India, China, Russia, Spain, Ukraine, France, Netherlands, Slovenia, Taiwan, Algeria, Belgium

2020

Erasmus+ KA103	396	Spain, Turkey, France, Portugal, Italy, Germany
Erasmus+ KA107	9	Russia, Israel, Serbia, Bhutan, Kosovo
Exchange	10	Russia, China, Brazil
Mundus (EMJMD CNE)	15	Indonesia, Bangladesh, India
Double diploma (T.I.M.E)	8	Germany, Russian Federation
Freemover (visiting student)	10	India
Visegrad Fund	1	Ukraine
Internship at the I. Wyhowski Award	1	Ukraine
CEEPUS Freemover	1	Croatia
Summer/Winter Schools	9	India
Visiting Student (Freemover)	12	India

2021*

Erasmus+	228	Spain, France, Turkey, Italy, Portugal, Germany
Exchange	37	Russia, China, Brazil



Mundus (EMJMD CNE)	15	Pakistan, Indonesia, Mexico
Double diploma (T.I.M.E)	2	Russian Federation

* as of 24.11.2021.

Table 8. Trips of students, graduate students and graduates of Wrocław University of Science and Technology in the international exchange

Program	Number	The most popular countries
2016		
Erasmus+ KA103	252	Spain, Germany, Portugal
Erasmus+ KA107	12	Serbia, Ukraine, Russia, Israel, India, Vietnam
Exchange	7	Australia, Korea, Brazil
Mundus	4	Malaysia, Nepal
Double diploma (T.I.M.E)	17	Germany, Canada, France
2017		
Erasmus+ KA103	211	Spain, Germany, Portugal
Erasmus+ KA107	13	Serbia, Ukraine, Russia, Israel, India, Vietnam
Exchange	15	Brazil, Vietnam, Australia
Double diploma (T.I.M.E)	14	Germany, Russian Federation, Canada, France, Italy
2018		
Erasmus+ KA103	181	Spain, Germany, Portugal
Erasmus+ KA107	8	Serbia, Ukraine, Russia, Israel
Exchange	9	Korea, Japan
Double diploma (T.I.M.E)	17	Germany, France, Italy
2019		
Erasmus+ KA103	215	Spain, Portugal, Germany
Erasmus+ KA107	3	B&H, Serbia, Russia
Exchange	10	Japan, Korea, Taiwan
Double diploma (T.I.M.E)	17	Germany, Italy, France, Finland
2020		
Erasmus+ KA103	108	Germany, Spain, Italy
Double diploma (T.I.M.E)	4	Germany, France, Italy



2021

Erasmus+ KA103	135*	Spain, Portugal, Germany
Exchange	1	Korea
Double diploma (T.I.M.E)	10	Germany, Italy

* as of 24.11.2021

Table 9. Trips of students and PhD students' of WUST for practical placement abroad in 2016-2021

	2016	2017	2018	2019	2020	RAZEM
Practical placement abroad	93	69	124	114	42	57*

* as of 24.11.2021

Table 10. Trips of students and PhD students' of WUST for practical placement abroad in 2016-2021 (jointly for a full cycle of studies and as part of an international exchange)

	2016	2017	2018	2019	2020	RAZEM
The number of foreign students at WUST	856	906	1110	1165	991	5028

METHODOLOGY OF THE INTERNAL AUDIT

Wrocław University of Science and Technology has expressed its support for the principles enclosed in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and the Rector, Prof. Tadeusz Więckowski, signed statements of support for the principles of the Charter and the Code in March 2016. Support for further implementation of the principles from the European Charter for Researchers was also expressed by the Rectors of the 2016-2020 and 2020-2024 terms, Prof. Cezary Madryas and Prof. Arkadiusz Wójs. Since then, the envisaged principles have been successfully implemented and the effects of implementation are effectively monitored by the Team established for this purpose.

An important aspect of the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers at Wrocław University of Science and Technology was monitoring of the effects of the designated corrective and self-improvement actions for the period 2016-2020. In order to ensure high efficiency of the monitoring processes, a team was established, consisting of representatives of researchers representing most faculties of Wrocław University of Science and Technology, a representative of the Doctoral Students' Council and a wide range of administrative staff responsible for the analysis, verification of legal regulations, procedures and practices, development of the required documentation and implementation reports, as well as promotion and communication of the developed documents at the University. The current composition of the team and its tasks are defined in Internal Regulation ZW 79/2021) (Appendix 1).

The tasks of the monitoring team include:

- a) evaluation of the effects of the implementation of the principles of the Charter and the Code included in the "Action Plan", together with a thorough review of the tasks carried out by individual teams and organisational units;
- b) analysis of legal regulations, procedures and practices applied at the University, indicating to what extent the University implements the provisions of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers;
- c) preparation of organisational, legal and information documentation, as well as indication of the areas that require current activities regarding adjustment of internal regulations to the requirements of the European Charter for Researchers and the Code of Conduct;
- d) monitoring the implementation of the action strategy, called "HR Strategy (HRS4R)", which includes:
 - the results of the analysis of the internal regulations in the context of the implementation of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers,
 - the development of the action plan with a description of the actions to be taken in order to further implement the provisions of the Charter and the Code,
 - the development of the schedule of work and responsibilities.

Meetings of the monitoring group are held at least twice a quarter and the Coordinator of the Team for Implementation reports on the implementation of the Action Plan to the Vice-Rector for Organisation and Development.

Course of work carried out by the Team for Implementation

The Team for Implementation familiarises itself with the guidelines of the Charter and the Code and analyses the methods of their implementation in various institutions conducting research activities both in Poland and abroad. We also continue with the concept developed in 2016 for the implementation of the principles of the Charter and the Code (Fig. 1).

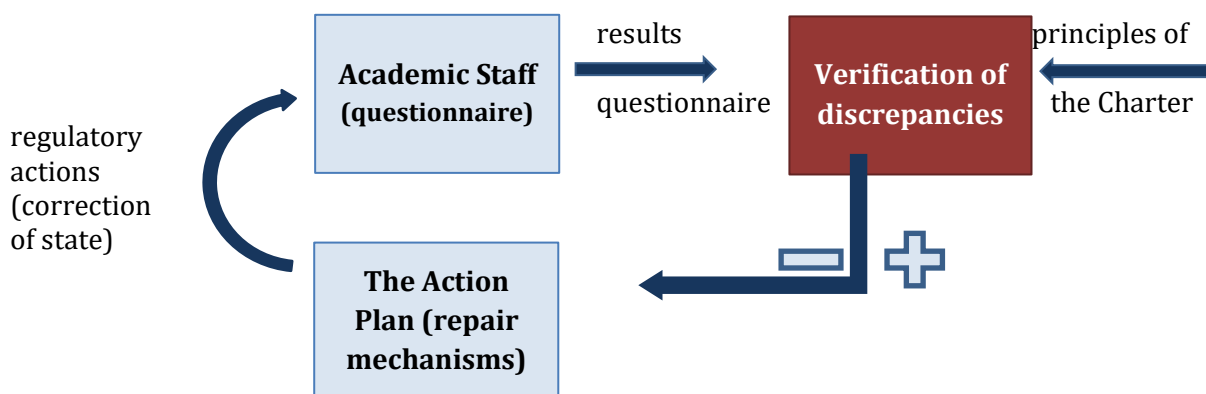


Figure 1. Scheme of the concept of implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers which was approved by the Team for Implementation.

Activities and recommendations developed by the Team are aimed at creating an even more friendly and stimulating research environment at the University and providing scientists with stable working conditions and professional development.

Information campaign

An area requiring improvement within the functioning of the European Charter for Researchers was the process of informing employees of Wrocław University of Science and Technology about its principles and benefits resulting from its implementation by the University. For this reason, the Team for Implementation focused its attention on the preparation of a broad information campaign aimed at reaching all groups of academic staff at Wrocław University of Science and Technology. For the purposes of this campaign, a detailed marketing strategy was developed taking into account the information needs of employees, the available information tools (websites, the University's social media, etc.) and the timetable for providing information, which was closely correlated with subsequent initiatives undertaken by the Team.

In September/October 2021 the Team for Implementation carried out an information campaign in connection with the actions on monitoring the effects of the implementation of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers at Wrocław University of Science and Technology.

Extensive information concerning Wrocław University of Science and Technology's support for the principles of the Charter and the Code is posted on the new website dedicated to this initiative. The website upgrade took place in mid-September 2021 and can be accessed via the link provided on the University's homepage:

LINK PL: [Europejska Strategia dla Naukowców - Politechnika Wrocławska \(pwr.edu.pl\)](https://pwr.edu.pl/strona-glowna/strategie-dla-naukowcow)

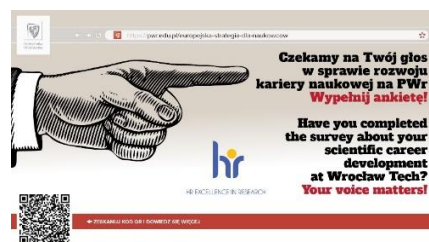
LINK EN: [European Human Resources Strategy for Researchers - Wrocław University of Science and Technology \(pwr.edu.pl\)](https://pwr.edu.pl/strona-glowna/european-human-resources-strategy-for-researchers)

The information presented on the website explains in an accessible way the principles of the Charter and the Code as well as it presents the benefits for the University and its researchers resulting from maintaining the distinction and the logo “**Human Resources Excellence in Research**”. It also presents activities undertaken at Wrocław University of Science and Technology in relation with the implementation of the principles of the Charter and the Code, as well as contact persons within the project. The website is updated on an ongoing basis with information on the implementation work and the process of monitoring its effects.

As part of the information campaign, meetings were held at each faculty between members of the Team for Implementation and academic staff. During the meetings, the main assumptions of the principles of the Charter and the Code were recalled and discussed in detail, as well as the University’s activities undertaken in the period 2016-2020 (Appendix 2).

With regard to the survey launched, an additional promotional campaign was carried out using various communication channels including:

- e-mails to Deans with a letter from the Vice-Rector for Organisation and Development inviting them to take part in the survey and encouraging staff from a given unit,
- e-mails from Deans to staff,
- announcements in the University’s Electronic Bulletin about the dates of meetings in units with representatives of the Team for Implementation,
- e-mails to survey participants,
- interviews on the University’s social media (FB, News on the University’s website),
- communications about the survey on University-wide jumbotrons.



Employees and doctoral students invited to participate in the survey received words of acknowledgments by e-mail for completing the survey and sharing their opinions on the issues raised in the questionnaire. It was also emphasised that the information would contribute to setting directions for the development of the working environment for scientists at Wrocław University of Science and Technology.

Survey

The process of surveying researchers is part of Wrocław University of Science and Technology's strategy (HRS4R) as part of the successive stages of improving working conditions and creating a friendly and stimulating environment for conducting scientific research. Therefore, researchers employed at Wrocław University of Science and Technology have the opportunity to express their opinion on working conditions, opportunities for development and recruitment of researchers at the University by completing a survey developed by the Team for Monitoring the Implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers.

The survey was conducted between 26 October and 10 November 2021. Both Polish employees of Wrocław University of Science and Technology and foreigners, for whom an English-language version of the questionnaire was prepared, were invited to participate in the survey. The survey was conducted using the limesurvey tool, which is the property of WUST. Due to this solution, the data obtained during the survey are the exclusive property of Wrocław University of Science and Technology. The survey was anonymous. The identification metric was of a general nature and its purpose was only to carry out statistical inference in accordance with the requirements of the European Charter for Researchers (ECR). The survey was preceded by an information campaign in social media and using websites belonging to Wrocław University of Science and Technology. In addition, a series of meetings with employees was held, during which a representative of the Team for Monitoring the Implementation of the European Charter for Researchers informed about the assumptions and objectives of the survey

All researchers employed at Wrocław University of Science and Technology (including researchers from the Doctoral School) received an invitation to participate in the survey via e-mail, together with a link to the survey. 943 researchers from Poland and 42 foreigners responded to the invitation. Complete answers were given by 672 people, which makes it possible to state that the response rate is about 72%. In the case of foreign employees, the number of questionnaires fully completed was 27, which is 65% of all respondents.

The survey was conducted exclusively online and consisted of 40 questions which included demographic data, closed questions rated on a scale of 1–4 (where 1 meant the lowest rating, 4 the highest, while 0 indicated no rating – “don't know”) and 4 open questions which enabled evaluation of each of the key areas of the University's functioning. In the survey, one answer was to be marked, which reflected the respondent's opinion on the extent to which Wrocław University of Science and Technology meets a given criterion. The survey ensured anonymity. The system recorded that the survey was downloaded from the user's account, however, once the survey was completed and the "Finish" button clicked, the survey was mixed in the database with other surveys and there was no physical link with the person who completed it. Statistics related to the number of completed surveys, broken down into respondents representing particular professional groups, i.e. doctoral student, assistant, assistant professor, associate professor, professor and other groups, were reported on an ongoing basis to the Coordinator of the Team for Implementation, which allowed us to monitor periods of the greatest flow of surveys.



The survey allowed us to gather information on four key areas identified by the European Commission in the Charter and Code for Researchers as factors of direct relevance to the work and development of researchers:

- ethical and professional aspects,
- recruitment and assessment,
- working conditions and social security,
- trainings.

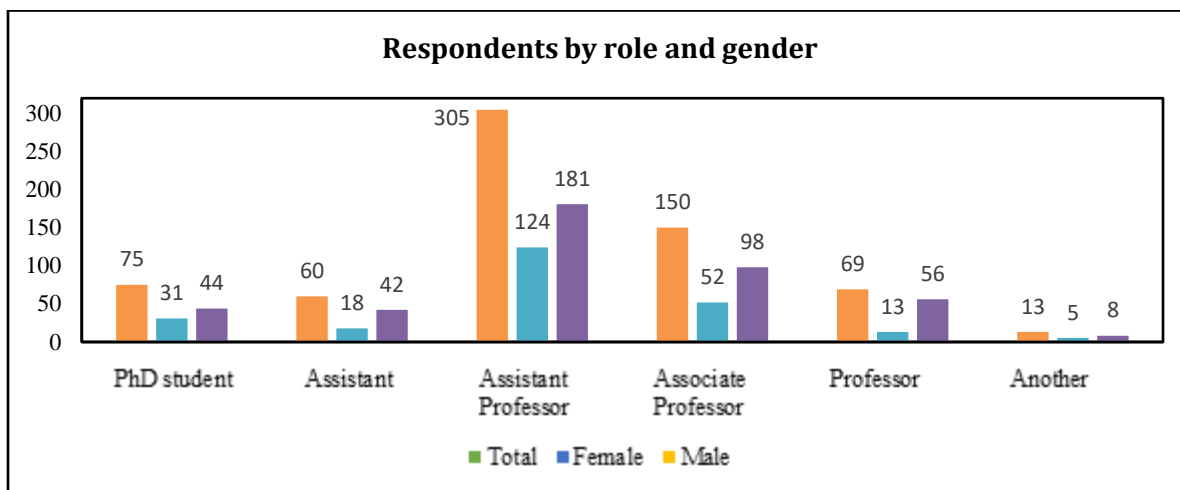
Within the framework of the discussions about the survey assumptions, the Team for Implementation found it important and justified to move issue 11 – “Employee evaluation system” from the first thematic block, “Ethical and professional aspects”, to the second one, “Recruitment”, with a simultaneous modification of this block’s name to “Recruitment and evaluation”.

For the final analysis, only the evaluations from fully completed questionnaires were used. The analysis was conducted separately for Polish WUST employees and foreign employees, which resulted from the needs of comparative analyses carried out against the results of the survey conducted in 2016. In that survey, only Polish academics participated and therefore the analysis of the ongoing trends had to be referred to a comparable group of respondents. At the same time, the breakdown into native and foreign academics allowed us to prepare a comparative analysis of the obtained evaluations and to conduct a conclusion on the perception of Wrocław University of Science and Technology as an employer by people from abroad.

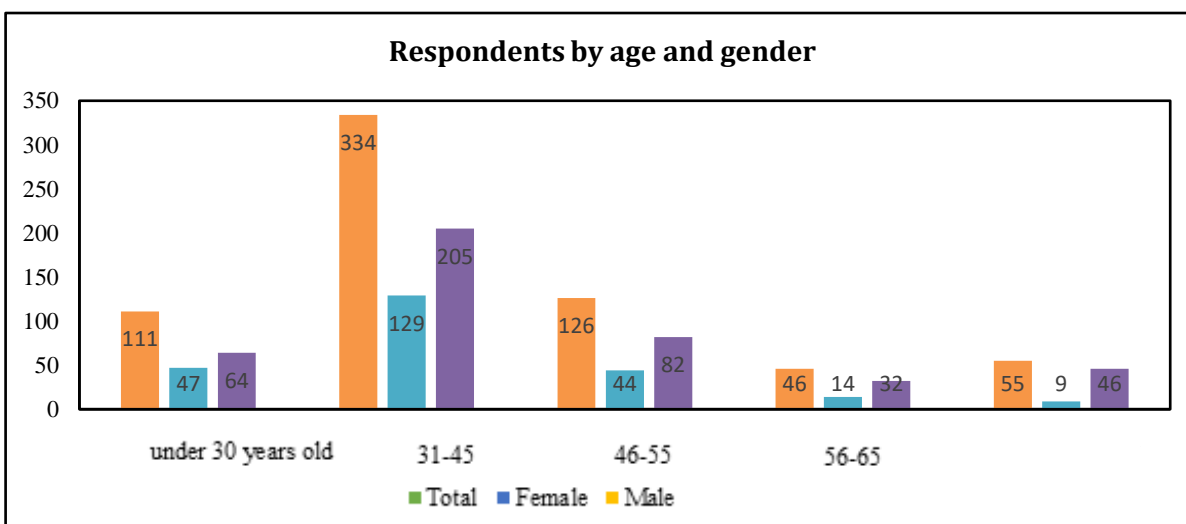
Analysis of the questionnaire survey

STUDY GROUP METRICS

Respondents from Poland

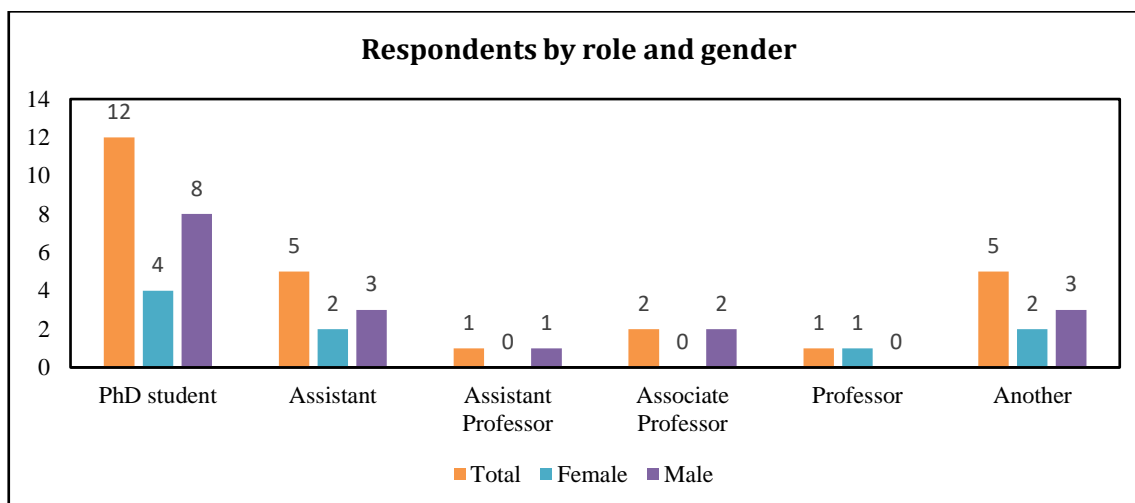


	PhD student	Assistant	Assistant Professor	Associate Professor	Professor	Another
Total	75	60	305	150	69	13
Female	31	18	124	52	13	5
Male	44	42	181	98	56	8
% Female	41%	30%	41%	35%	19%	38%
% Male	59%	70%	59%	65%	81%	62%

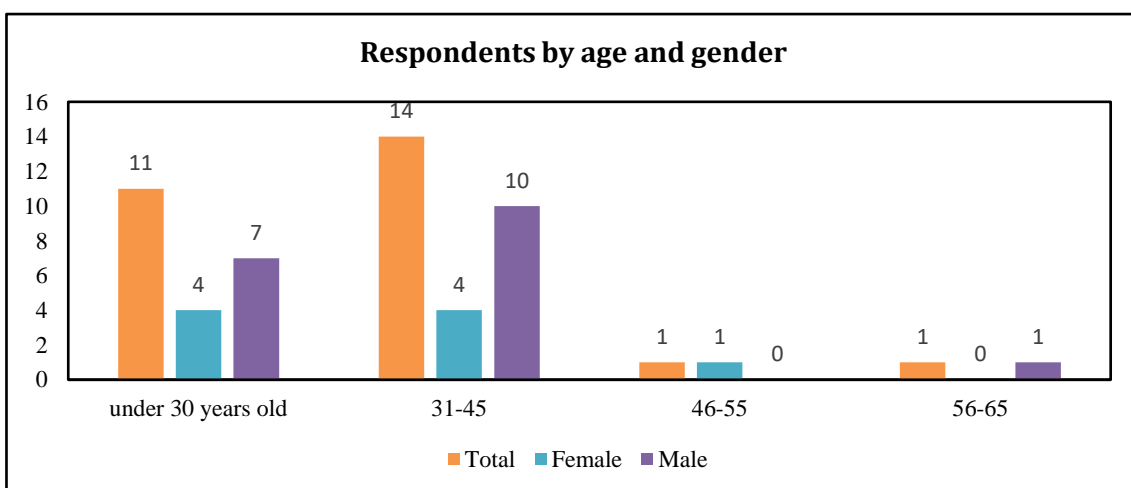


	under 30 years old	31-45	46-55	56-65	up to 65 years old
Total	111	334	126	46	55
Female	47	129	44	14	9
Male	64	205	82	32	46
% Female	42%	39%	35%	30%	16%
% Male	58%	61%	65%	70%	84%

Respondents from other countries



	PhD student	Assistant	Assistant Professor	Associate Professor	Professor	Another
Total	12	5	1	2	1	5
Female	4	2	0	0	1	2
Male	8	3	1	2	0	3
% Female	33,3%	40%	0%	0%	100%	40%
% Male	66,7%	60%	100%	100%	0%	60%



	under 30 years old	31-45	46-55	56-65
Total	11	14	1	1
Female	4	4	1	0
Male	7	10	0	1
% Female	36%	29%	100%	0%
% Male	64%	71%	0%	100%

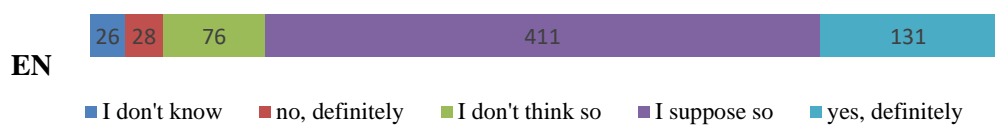
Ethical and professional aspects

PO – Respondents from Poland FO – Respondents from other countries

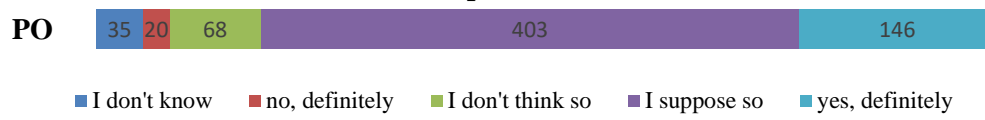
1. When conducting scientific research at Wroclaw University of Science and Technology (Wroclaw Tech) a researcher can be guided by freedom of belief and expression.



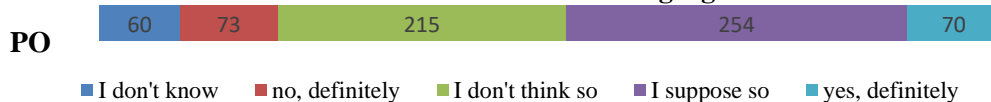
Fundamental ethical standards, principles, and practices are observed.



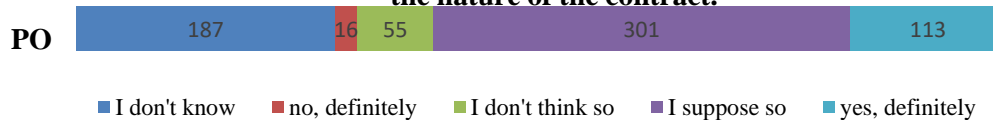
3. The principles of respect for intellectual property rights and common ownership of data are observed.



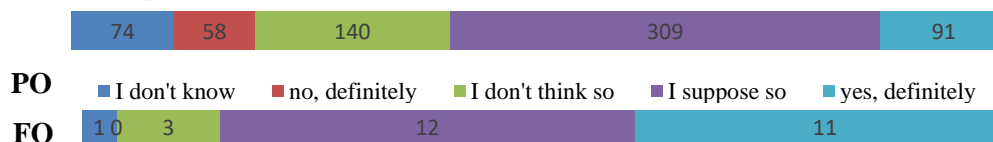
4. Research staff are familiar with the strategic goals of Wroclaw Tech.



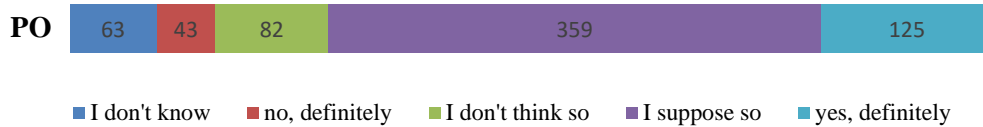
5. The rules governing the conditions of training or cooperation with external entities (sponsors and grant funders) are observed, regardless of the nature of the contract.



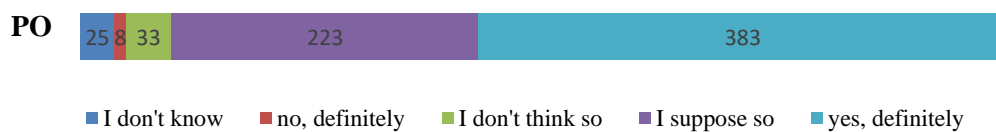
6. Research funding mechanisms are known, the principles of careful, transparent, and efficient financial management of research are observed.



7. Safe ways of performing work are applied, including occupational health and safety regulations, data protection and confidentiality, and recovery of data lost due to IT failures.



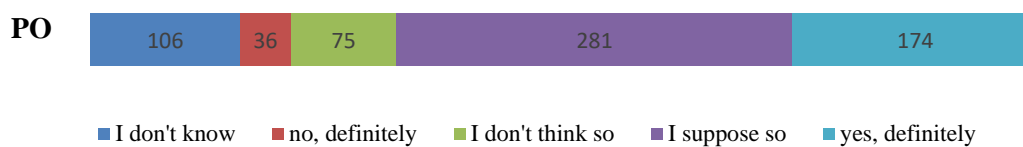
8. Wrocław Tech employees are obliged to publish the results of their research.



9. The results of the research conducted are disseminated and promoted among the general public.



10. Wrocław Tech prevents discrimination against researchers on the grounds of gender, age, ethnicity, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, and social or material status.



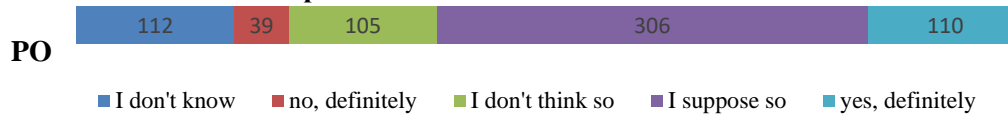
Recruitment and evaluation

PO – Respondents from Poland FO – Respondents from other countries

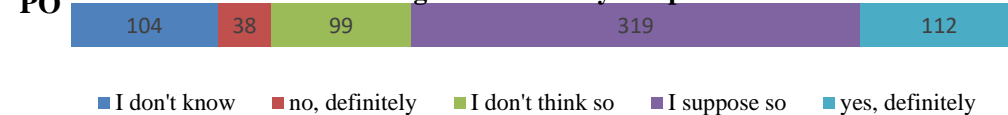
11. Wroclaw Tech has a procedure for regular evaluation of researchers' work carried out transparently by an independent committee.



12. There are clearly defined standards in the recruitment and employment process for researchers at Wroclaw Tech.



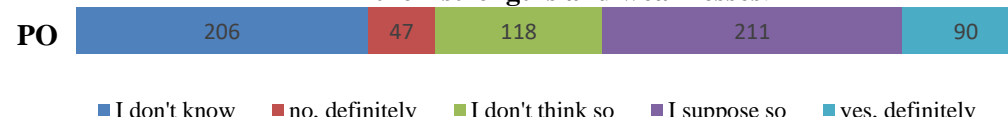
13. Recruitment procedures are open and transparent and adapted to the type of post offered, containing the necessary information for the candidate and being internationally comparable.



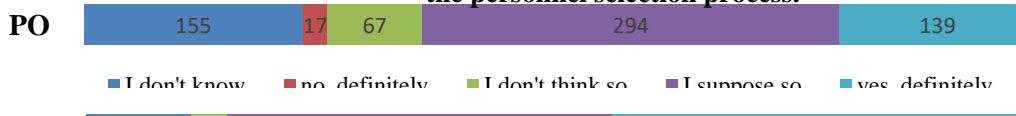
14. the members of the recruitment committees evaluating candidates have appropriate competencies and experience.



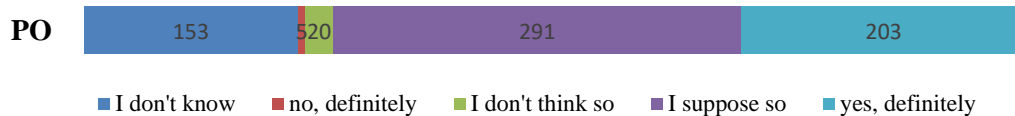
15. Wroclaw Tech informs candidates about the recruitment process, selection criteria, the number of positions available, career prospects, and their strengths and weaknesses.



16. Wroclaw Tech uses quantitative as well as qualitative evaluation methods in the personnel selection process.



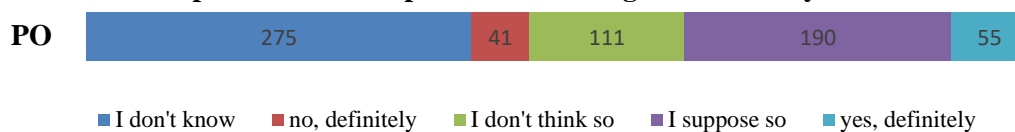
17. In its recruitment process, Wrocław Tech allows candidates to submit documents that attest to their additional achievements relevant to the position offered.



18. Mobility (including virtual mobility) and change of discipline is seen by Wrocław Tech as a valuable contribution to a researcher's professional development.



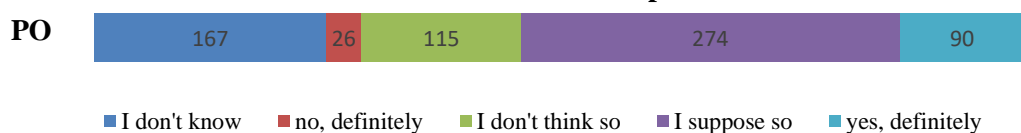
19. Wrocław Tech ensures proper assessment of qualifications and professional competencies resulting from mobility.



20. Wrocław Tech determines the required level of basic qualifications corresponding to the needs of a given position.



21. Wrocław Tech has clear rules for the recruitment and appointment of PhD researchers, including the objectives of the appointment and the maximum time for which the post is to be held.



Working conditionals and social security

PO – Respondents from Poland FO – Respondents from other countries

22. All scientists at every stage of their career are considered professionals.



I don't know no, definitely I don't think so I suppose so yes, definitely



23. Wroclaw Tech creates a stimulating environment for research work, i.e. it provides adequate infrastructure and opportunities for cooperation in research networks.



I don't know no, definitely I don't think so I suppose so yes, definitely



24. Wroclaw Tech provides flexible working conditions for researchers, including researchers with disabilities, to achieve the best possible research outcomes.



I don't know no, definitely I don't think so I suppose so yes, definitely



25. Wroclaw Tech provides stable employment conditions for researchers in line with the EU directive on fixed-term employment.



I don't know no, definitely I don't think so I suppose so yes, definitely



26. Wroclaw Tech provides researchers with fair and attractive pay conditions together with social security benefits, in accordance with the applicable legislation.

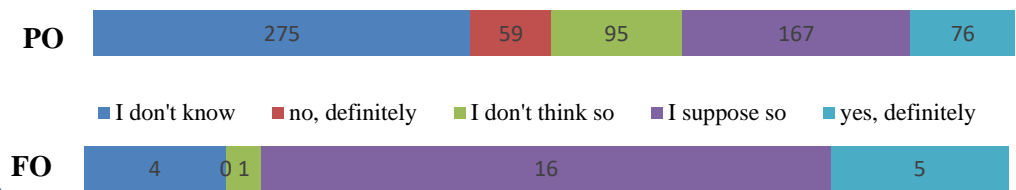


I don't know no, definitely I don't think so I suppose so yes, definitely

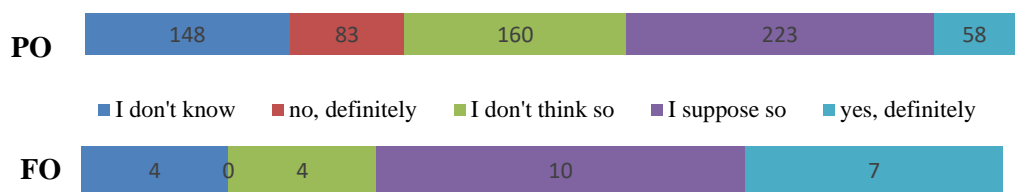




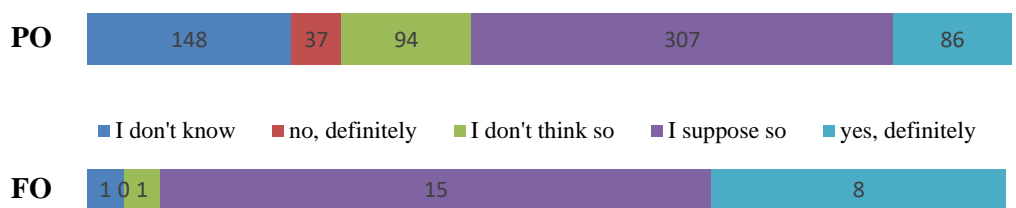
27. Wrocław Tech makes efforts to ensure a representative gender balance at every level of staff seniority.



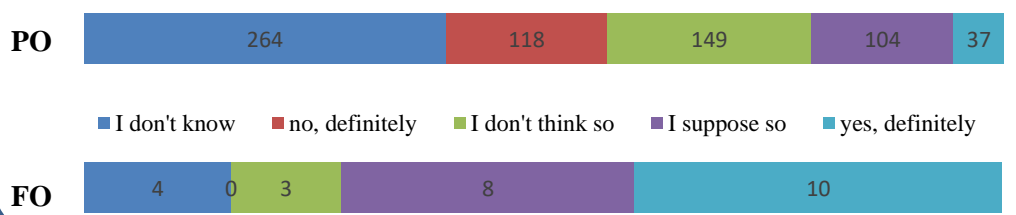
28. At each career stage, there is a specific career development strategy for researchers.



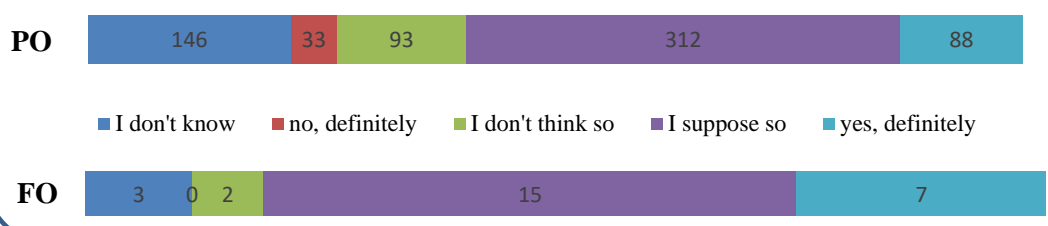
29. Wrocław Tech recognises the value of all mobility as an important means of expanding scientific knowledge and supporting the professional development of researchers at every stage of their career.



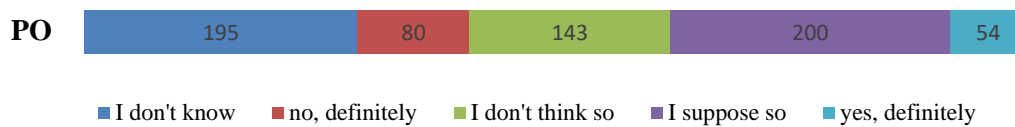
30. Wrocław Tech provides career guidance to researchers at every stage of their career and regardless of contract.



31. Wrocław Tech ensures the proper protection of intellectual property rights and enables researchers at every stage of their career to benefit from the results of their research.



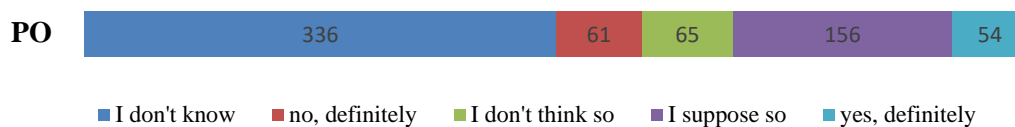
32. Wrocław Tech has procedures in place to ensure that researchers, particularly at the early stages of their careers, have the necessary conditions for the recognition of the contribution they make as co-authors of papers, independently of their supervi



33. At Wrocław Tech, teaching responsibilities (including the training of beginner researchers by senior staff) are adequately rewarded and included in staff appraisal systems.



34. Wrocław Tech has set out relevant procedures for the impartial handling of researchers' complaints/appeals, including issues relating to conflicts between supervisors and beginner researchers.



35. Wrocław Tech recognises the right of researchers to have representatives on relevant information-related, consultation, and decision-making bodies for the representation and protection of their interests and to allow them to be actively involved in wo



Training

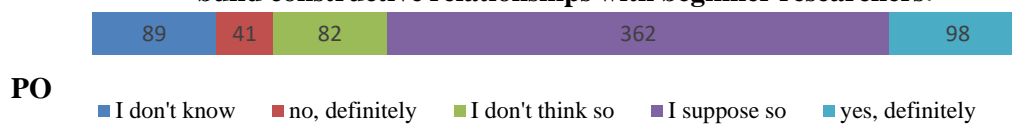
PO – Respondents from Poland FO – Respondents from other countries

36. At Wroclaw Tech, there are established rules and forms of contact between doctoral students and their supervisors and discipline/faculty representatives.



FO

37. Experienced academics in a variety of roles (supervisor, mentor, project coordinator), carry out these tasks to the highest professional standards and build constructive relationships with beginner researchers.



PO

FO

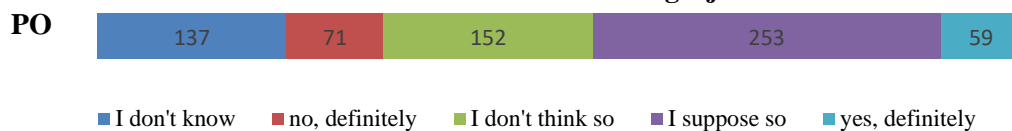
38. Wroclaw Tech supports the continuous development of researchers at all stages of their careers by enabling them to participate in conferences, training courses, and other forms of education.



PO

FO

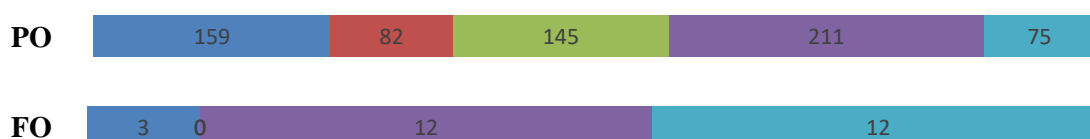
39. Wroclaw Tech provides opportunities for researchers at every stage of their career, regardless of contract, to develop professionally and improve their chances of finding a job.



PO

FO

40. Wroclaw Tech designs a supervisor with the required competencies and experience, to whom beginner researchers may turn on matters related to the performance of their professional duties and provides the necessary procedures for monitoring the progress



PO

FO

Tabela 11. Summary of the survey results

Percentage of survey results – positive vs. negative										
SCALE: 0 - I don't know; 1 - definitely not; 2 - I don't think so; 3 - I suppose so; 4 - yes, definitely										
OBSZAR	Nr pytania	0	1	2	3	4	Pozytywna	Wynik	Negatywna	Neutralna
ASPEKTY ETYCZNE I ZAWODOWE	1	4.32%	1.93%	6.25%	52.98%	34.52%	87.50%	>	8.18%	4.32%
	2	3.87%	4.17%	11.31%	61.16%	19.49%	80.65%	>	15.48%	3.87%
	3	5.21%	2.98%	10.12%	59.97%	21.73%	81.70%	>	13.10%	5.21%
	4	8.93%	10.86%	31.99%	37.80%	10.42%	48.21%	>	42.86%	8.93%
	5	27.83%	2.38%	8.18%	44.79%	16.82%	61.61%	>	10.57%	27.83%
	6	11.01%	8.63%	20.83%	45.98%	13.54%	59.52%	>	29.46%	11.01%
	7	9.38%	6.40%	12.20%	53.42%	18.60%	72.02%	>	18.60%	9.38%
	8	3.72%	1.19%	4.91%	33.18%	56.99%	90.18%	>	6.10%	3.72%
	9	8.18%	6.40%	29.46%	42.71%	13.24%	55.95%	>	35.86%	8.18%
	10	15.77%	5.36%	11.16%	41.82%	25.89%	67.71%	>	16.52%	15.77%
REKRUTACJA I OCENA	11	6.55%	7.74%	13.99%	45.54%	26.19%	71.73%	>	21.73%	6.55%
	12	16.67%	5.80%	15.63%	45.54%	16.37%	61.90%	>	21.43%	16.67%
	13	15.48%	5.65%	14.73%	47.47%	16.67%	64.14%	>	20.39%	15.48%
	14	29.02%	3.13%	8.04%	41.67%	18.15%	59.82%	>	11.16%	29.02%
	15	30.65%	6.99%	17.56%	31.40%	13.39%	44.79%	>	24.55%	30.65%
	16	23.07%	2.53%	9.97%	43.75%	20.68%	64.43%	>	12.50%	23.07%
	17	22.77%	0.74%	2.98%	43.30%	30.21%	73.51%	>	3.72%	22.77%
	18	30.36%	9.08%	18.15%	30.36%	12.05%	42.41%	>	27.23%	30.36%
	19	40.92%	6.10%	16.52%	28.27%	8.18%	36.46%	>	22.62%	40.92%
	20	13.54%	3.27%	9.52%	56.10%	17.56%	73.66%	>	12.80%	13.54%
	21	24.85%	3.87%	17.11%	40.77%	13.39%	54.17%	>	20.98%	24.85%
WARUNKI PRACY I UBEZPIECZENIA SPOŁECZNE	22	11.01%	15.77%	25.60%	39.29%	8.33%	47.62%	>	41.37%	11.01%
	23	4.17%	11.31%	31.10%	44.35%	9.08%	53.42%	>	42.41%	4.17%
	24	20.39%	3.27%	9.23%	47.47%	19.64%	67.11%	>	12.50%	20.39%
	25	20.83%	2.53%	4.32%	49.26%	23.07%	72.32%	>	6.85%	20.83%
	26	7.29%	18.75%	27.53%	37.05%	9.38%	46.43%	>	46.28%	7.29%
	27	40.92%	8.78%	14.14%	24.85%	11.31%	36.16%	>	22.92%	40.92%
	28	22.02%	12.35%	23.81%	33.18%	8.63%	41.82%	>	36.16%	22.02%
	29	22.02%	5.51%	13.99%	45.68%	12.80%	58.48%	>	19.49%	22.02%
	30	39.29%	17.56%	22.17%	15.48%	5.51%	20.98%	<	39.73%	39.29%
	31	21.73%	4.91%	13.84%	46.43%	13.10%	59.52%	>	18.75%	21.73%
	32	29.02%	11.90%	21.28%	29.76%	8.04%	37.80%	>	33.18%	29.02%
	33	20.24%	23.51%	29.17%	20.39%	6.70%	27.08%	<	52.68%	20.24%
	34	50.00%	9.08%	9.67%	23.21%	8.04%	31.25%	>	18.75%	50.00%
	35	28.87%	2.38%	4.76%	43.45%	20.54%	63.99%	>	7.14%	28.87%
	SZKOLENIA	36	24.70%	3.57%	11.46%	40.92%	19.35%	60.27%	>	15.03%
37		13.24%	6.10%	12.20%	53.87%	14.58%	68.45%	>	18.30%	13.24%
38		5.06%	7.59%	17.56%	53.72%	16.07%	69.79%	>	25.15%	5.06%
39		20.39%	10.57%	22.62%	37.65%	8.78%	46.43%	>	33.18%	20.39%
40		23.66%	12.20%	21.58%	31.40%	11.16%	42.56%	>	33.78%	23.66%

Table 12.

Comparative analysis of the results obtained in the 2016 and 2021 surveys.

Percentage result of the survey -

positive (3 - I suppose so; 4 - yes, definitely) vs. negative (1 - definitely not; 2 - I don't think so)

2021 r.

2016 r.

Area	Question no.	Positive	Results	Negative	Neutral	Positive	Results	Negative	Neutral
ETHICAL AND PROFESSIONAL ASPECTS	1	87.50%	>	8.18%	4.32%	89,65%	>	8,97%	1,38%
	2	80.65%	>	15.48%	3.87%	74,71%	>	23,45%	1,84%
	3	81.70%	>	13.10%	5.21%	79,08%	>	17,01%	3,91%
	4	48.21%	>	42.86%	8.93%	56,32%	>	37,24%	6,44%
	5	61.61%	>	10.57%	27.83%	57,70%	>	31,27%	11,03%
	6	59.52%	>	29.46%	11.01%	54,48%	>	36,09%	9,43%
	7	72.02%	>	18.60%	9.38%	68,96%	>	24,83%	6,21%
	8	90.18%	>	6.10%	3.72%	79,08%	>	16,09%	4,83%
	9	55.95%	>	35.86%	8.18%	54,71%	>	39,54%	5,75%
	10	67.71%	>	16.52%	15.77%	75,63%	>	12,19%	12,18%
RECRUITMENT AND ASSESSMENT	11	71.73%	>	21.73%	6.55%	74,02%	>	20,00%	5,98%
	12	61.90%	>	21.43%	16.67%	62,30%	>	27,13%	10,57%
	13	64.14%	>	20.39%	15.48%	51,72%	>	32,42%	15,86%
	14	59.82%	>	11.16%	29.02%	49,88%	>	26,44%	23,68%
	15	44.79%	>	24.55%	30.65%	45,29%	>	36,32%	18,39%
	16	64.43%	>	12.50%	23.07%	55,86%	>	26,67%	17,47%
	17	73.51%	>	3.72%	22.77%	50,57%	>	20,46%	28,97%
	18	42.41%	>	27.23%	30.36%	55,86%	>	26,90%	17,24%
	19	36.46%	>	22.62%	40.92%	51,72%	>	28,05%	20,23%
	20	73.66%	>	12.80%	13.54%	66,90%	>	18,16%	14,94%
	21	54.17%	>	20.98%	24.85%	65,98%	>	17,93%	16,09%
WORKING CONDITIONS AND SOCIAL SECURITIES	22	47.62%	>	41.37%	11.01%	61,61%	>	32,41%	5,98%
	23	53.42%	>	42.41%	4.17%	55,86%	>	39,77%	4,37%
	24	67.11%	>	12.50%	20.39%	74,25%	>	11,73%	14,02%
	25	72.32%	>	6.85%	20.83%	59,54%	>	22,99%	17,47%
	26	46.43%	>	46.28%	7.29%	46,20%	<	46,21%	7,59%
	27	36.16%	>	22.92%	40.92%	45,29%	>	20,46%	34,25%
	28	41.82%	>	36.16%	22.02%	50,34%	>	31,96%	17,70%
	29	58.48%	>	19.49%	22.02%	48,50%	>	30,12%	21,38%
	30	20.98%	<	39.73%	39.29%	18,85%	<	50,35%	30,80%
	31	59.52%	>	18.75%	21.73%	62,99%	>	23,45%	13,56%
	32	37.80%	>	33.18%	29.02%	56,78%	>	28,05%	15,17%
	33	27.08%	<	52.68%	20.24%	36,32%	<	54,48%	9,20%
	34	31.25%	>	18.75%	50.00%	31,26%	>	21,15%	47,59%
	35	63.99%	>	7.14%	28.87%	65,97%	>	10,35%	23,68%
TRAINING	36	60.27%	>	15.03%	24.70%	58,85%	>	24,37%	16,78%
	37	68.45%	>	18.30%	13.24%	66,20%	>	26,67%	7,13%
	38	69.79%	>	25.15%	5.06%	62,07%	>	35,17%	2,76%
	39	46.43%	>	33.18%	20.39%	48,27%	>	38,85%	12,88%
	40	42.56%	>	33.78%	23.66%	52,64%	>	33,56%	13,80%

ANALYSIS OF THE RESULTS OF THE QUESTIONNAIRE SURVEY

The involvement of researchers in the survey has increased compared to 2016. 435 people took part in the 2016 survey; currently, 943 researchers from Poland and 42 foreigners responded positively to the invitation.

Employees from other countries were surveyed for the first time and perceive WUST as a friendly place to work.

The analysis of the responses given in the survey showed that the respondents assess the current general situation at Wrocław University of Science and Technology as good. This is evidenced by the predominance of positive answers (38 questions) over negative answers (2 questions) in the context of 40 questions which correspond to 40 principles included in the Charter and Code.

The data shows that academic staff identify with the University and its values, where they can exercise their freedom of belief and expression when conducting research. They feel the stability of employment conditions, which are in line with the EU directive. They feel that Wrocław University of Science and Technology practices open, transparent and competence-based recruitment, but they are also aware of their responsibility towards the principles in their field of research. They willingly participate in trainings and development opportunities offered to them and appreciate the support of Wrocław University of Science and Technology in participation in conferences, trainings and other forms of education.

Summary of positive evaluations

The highest rate of positive answers was given to the question in the area of “Ethical and professional aspects” concerning the dissemination and promotion of research results to the general public (question 8). The sum of responses “definitely yes” and “rather yes” was as high as 90.18%.

Other highly rated issues by respondents included:

- **freedom of belief and expression** (question 1: *When conducting scientific research at Wrocław University of Science and Technology (Wrocław Tech) a researcher can be guided by freedom of belief and expression*) – 87.5 % positive responses;
- **ethical principles** (question 2: *Fundamental ethical standards, principles, and practices are observed*) – 80.65 % of positive answers;
- **respect for intellectual property rights** (question 3: *The principles of respect for intellectual property rights and common ownership of data are observed*) – 81.70 % of positive responses;
- **possibility of submitting documents that attest to their additional achievements relevant to the position offered** (question 17: *In its recruitment process, Wrocław Tech*



allows candidates to submit documents that attest to their additional achievements relevant to the position offered) – 73.51 % of positive answers;

• **stable employment conditions** (question 25: *Wrocław Tech provides stable employment conditions for researchers in line with the EU directive on fixed-term employment*) – 72.32 % of positive answers;

• **safety of work performed** (question 7: *Safe ways of performing work are applied, including occupational health and safety regulations, data protection and confidentiality, and recovery of data lost due to IT failures*) – 72.02 % positive responses;

• **transparency of work evaluation procedures** (question 11: *Wrocław Tech has a procedure for regular evaluation of researchers' work carried out transparently by an independent committee*) – 71.73 % of positive responses.

- ◆ Employees identify with the University and its values, where – conducting research – they can be guided by freedom of belief and expression, fundamental ethical norms, principles and practices are respected, and intellectual property rights and common data ownership are respected (**questions 1** - 87.5%; **2** - 80.65%; **3** - 81.7%).
- ◆ Employees appreciate safe working conditions (**question 7** - 72%).
- ◆ Researchers are aware that they are obliged to publish the results of their research (**question 8** - 90.2%).
- ◆ Staff are not concerned about the existing procedures for regular performance evaluation of researchers, considering them transparent and independent (**question 11** - 71.7%).
- ◆ Researchers noted that WUST practices open, transparent and substantive recruitment (**questions 12** - 61.9%; **13** - 64.1%; **14** - 59.8%; **16** - 64.4%).
- ◆ Researchers perceive positively the competence and experience of the members of the recruitment committees evaluating candidates, indicating the right selection of these people. The result reflects the opinion of employees coming from Poland as well as employees coming from other countries (**question 14**, 2016 - 49.8% / 2021 - 59.82%).
- ◆ Employees recognise the value of being able to submit documents that demonstrate their additional achievements in the position offered during the recruitment process (**question 17** - 73.5%).
- ◆ Employees do not question the required level of basic qualifications corresponding to the needs of the position as defined by the WUST (**question 20** - 73.6%).
- ◆ WUST has developed rules for the recruitment and appointment of researchers which are known to more than half of the researchers (**question 21** - 54.1%).
- ◆ Staff appreciate the flexible working conditions offered to researchers (including researchers with disabilities) (**question 24** - 67.1%).
- ◆ Employees feel that their terms and conditions of employment are stable and comply with the EU Directive (**question 25** - 72.3%).
- ◆ Recognition by WUST of the value of mobility is perceived positively by researchers including those from outside Poland. This means that the activities taken since 2016 in this area have



resulted in an increase in positive responses by 10 percentage points (**question 29** - in 2016: 48.5% / 2021: 58.48%).

- ◆ Experienced academics in a variety of roles (supervisor, advisor, project coordinator) who, according to respondents, perform these tasks to the highest professional standards and build constructive relationships with novice academics were valued (**Question 37** - 68.4%).
- ◆ Employees are keen to participate in the training and development opportunities provided to them and appreciate WUST's support in participating in conferences, training and other forms of education (**question 38** - 69.8%).

Areas for improvement

It is also important to note that the survey helped identify areas for improvement, as one of the main objectives of the survey is to obtain data on the University's activities in terms of required changes.

Analysis of the results shows that two issues received a higher rate of negative responses compared to positive ones:

- **career guidance** (question 30: *Wrocław Tech provides career guidance to researchers at every stage of their career and regardless of contract*) – 20.98 % positive answers; 39.73 % negative answers
- **inclusion of teaching responsibilities** (question 33: *At Wrocław Tech, teaching responsibilities (including the training of beginner researchers by senior staff) are adequately rewarded and included in staff appraisal systems*) – 27.08 % positive answers, 52.68 % negative answers.

On the basis of the analysis of the respondents' answers, we plan to:

- ◆ Continuation of activities raising staff awareness of WUST's HR Excellence and Research awards, embedding the principles of the European Charter for Researchers in the University's strategy and culture. Action plan for 2022-2025
- ◆ Continuation of training in the areas indicated by the European Charter for Researchers.
- ◆ Building awareness of WUST's strategic objectives (**question 4** - 2016 56.3% / 2021 48.2%)
- ◆ Although the academics rated WUST activities against discrimination relatively well, it seems reasonable to monitor the number of reported discriminatory behaviours at the University (**question 10** - 67.71%).
- ◆ Although the results of the conducted research are popularised and promoted, and the respondents positively evaluated the University's activities in this respect, we plan to develop and implement the provisions of the Institutional Openness Policy regarding the dissemination and use of research results (**question 9** - 55.9%).
- ◆ Despite the ongoing process of implementing open, transparent and competence-based recruitment (OTM-R) since 2018, many employees are uninformed in the standards, openness and competition requirements for the position. We plan to update the current OTM-R policy with

OTM-R guidelines, procedures and practices for all types of positions (R1-R4) (**questions:** 15, 19, 21, 22).

◆ Although since 2016 WUST has taken measures, among others, to increase the availability of current job offers on the University's homepage, Euraxess portal, in the opinion of researchers the University does not sufficiently inform candidates about the recruitment process, selection criteria, number of available job positions, career prospects and their strengths and weaknesses. We plan to update the current OTM-R policy with OTM-R guidelines, procedures and practices for all types of positions (R1-R4) (**question 15** – 2016: 45.3% /2021: 44.8%).

◆ Although all mobility activities are perceived as a valuable contribution to a researcher's professional development, they were not explicitly included in the researchers' periodic evaluation sheet. At the same time, this does not mean that it has been overlooked. Corrective actions will be aimed at a coherent approach to defining mobility of researchers for the entire Faculty of Electronics at many levels (i.e. not only identified with trips abroad, but also with participation in conferences/symposia, participation in international projects/research groups, creation of interdisciplinary interuniversity teams) (**question 18** - 42.4%; **question 19** - 36.5%).

◆ Although WUST has rules for recruitment and appointment of researchers, they are perceived differently in different units of the university. There is therefore a need for greater transparency and accessibility of the procedures for recruitment and appointment of researchers and open training on promotion paths at WUST (**question 21** - 54.1%).

◆ Although WUST places emphasis on the development of its staff and treats them as professionals from the beginning of their academic career, further action should be taken aimed at developing/updating internal regulations that provide more support from a more experienced staff member (**question 22** – 2016: 61.6% / 2021: 47.6%).

◆ Although WUST already in 2016 undertook work on broader access to infrastructure, these activities need further improvement. Planned activities in this area will oscillate around the development of an internal regulation on the access to university infrastructure, which will translate into easier cooperation between WUST units and internal networking of research (**question 23** – 2016: 55.86% / 2021: 53.42%).

◆ Despite the guidelines of the Act 2.0, development and introduction of the Remuneration Rules, WUST employees indicate the need for further work in this area. The main suggestions concern differentiation of bonuses depending on the degree of involvement for the benefit of the department or the university as a whole and introduction of a point in the periodic evaluation concerning the activities undertaken. The short time since the introduction of new initiatives (i.e. Primus, Secundus and Tertius programmes and Academia Iuvenum) does not allow unambiguous assessment of their effectiveness. Nevertheless, the initiatives indicated above represent a step towards the implementation of the respondents' demands (**question 26** – 2016: 46.2% / 2021: 46.4%).

◆ Respondents from Poland highlighted the issue of gender balance in the staff structure at each career level. Employees from abroad are much more positive about the university's efforts in this regard. The implementation of the 2022-2024 Equality Plan will be continued in line with the European Charter for Researchers. The assumptions and actions adopted will help to ensure even greater attention to ensuring gender balance at every level in the University's staff structure (**question 27** – 2016: 45.3% / 2021: 36.2%).

- ◆ Despite the measures taken by WUST to develop an internal regulation on the organisation of training, researchers indicate the need for more information about the possibilities of developing career paths at every stage. In order to meet the expectations of employees, we suggest wider dissemination of information about the opportunities provided by the procedure for the organisation of training, as well as expanding the offer of career guidance for researchers employed at the University (**question 28** – 2016: 50.3% / 2021: 41.82%).
- ◆ Despite the measures taken by WUST in 2018 to provide career counselling to researchers in the form of the Career Office's career counselling offer, a small proportion of researchers are aware of this possibility. A high percentage of "I don't know" responses (39.29%) confirms the need for better publicity of information on career counselling and opportunities to create career paths. Measures taken will include adding information on the offer of career counseling in the information package for new employees and on the WUST website in the "Employees" tab as well as adding information on the Careers Office website – creating a separate tab for WUST employees, sending information on planned training for doctoral students via e-mail and e-BiP, organizing informative meetings with researchers in the University's organizational units and with people who have pursued their academic career path and can pass this knowledge on to junior researchers (**question 30** – 2016: 18.8% / 2021: 20.98%; **question 39** – 2016: 48 % / 2021: 46%).
- ◆ Although measures have been taken at WUST consisting of, among others, the development of the WUST Code of Ethics for Employees, the Code of Good Practices for Supervisor and Advisor among employees, concerns have been raised about the existing procedures to ensure that researchers, especially at the early stage of their career, have the necessary conditions to recognise the contribution they make, as co-authors of works, independently of their supervisors. The proposed actions will be to raise awareness of ethical behaviour in daily work and in publishing multi-authored work (e.g. training on the ethics of joint publication) (**question 32** – 2016: 56.7% / 2021: 37.8%).
- ◆ Despite the measures taken in 2018 (including the introduction of the Remuneration Regulations, the Principles of commissioning courses and settling the obligatory teaching hours), concerns were raised that teaching responsibilities (including the training of early career researchers by senior staff) are not adequately rewarded/valued and taken into account in staff appraisal systems. We will undertake measures to update the internal regulation on the number of researchers' obligatory teaching hours of research courses. Respondents also mentioned the need to raise the importance of teaching responsibilities in periodic appraisal (**question 33** – 2018: 36% / 2021: 27%).
- ◆ Although WUST has introduced the Code of Ethics for WUST Employees, the Code for Supervisor and Advisor and appointed the Disciplinary Prosecutor and Mediator since 2016, many employees are not aware that adequate procedures are set out for the impartial handling of researcher complaints/appeals, including issues of conflict between research advisors and researchers who start their career path. This area requires further self-improvement work, particularly as 50% of respondents answered "I don't know" (**question 34** – 2016: 31.3% / 2021: 31.2%).
- ◆ A large group of respondents indicated the need to appoint a research advisor with the required competence and experience, to whom budding researchers can report on issues related to the performance of their professional duties. They also indicate as necessary the development of a procedure for monitoring the progress of their work, as well as the necessary feedback mechanisms (**question 40** – 2016: 52.6% / 2021: 42.5%).



The issues signalled in the survey have been included in the 2022-2025 Action Plan as corrective and self-improvement actions.

Based on the gaps identified on the basis of the survey, actions have been planned. They will contribute to reducing the discrepancy between the principles of operation of Wrocław University of Science and Technology and the principles indicated in the Charter and Code with regard to aspects related to remuneration conditions, career guidance and strengthening the didactic element in the remuneration and appraisal system. To improve these areas, corrective and self-improvement actions will be proposed as part of the HRS4R action plan for 2022–2025. In particular, we are planning further actions to raise employees' awareness of WUST's HR Excellence and Research distinction embedding the principles of the European Charter for Researchers in the strategy and culture of the University. Detailed analysis of the survey results indicated that there is a need to undertake actions necessary to improve the flow of information and to make the employees familiar with the currently functioning practices or regulations. This is evidenced by a significant number of questions, which received a high "do not know" response rate. An important element of the measures taken – both the corrective measures included in the Action Plan and those implemented by the University as part of the processes currently in force – is the continuous and effective provision of information to employees about the existing solutions and initiatives taken.

The results and analysis of the data obtained from the survey were made available to the University community in Polish and English versions through the University's Electronic Information Bulletin on 7 February 2022. Foreign employees received the survey analysis report via e-mail.



Internal analysis of legal acts, internal documents and practices binding at the University

The internal analysis was conducted by comparing the guidelines contained in the Charter and the Code with the applicable national legal acts and internal regulations of Wrocław University of Science and Technology.

The existing legal acts and internal regulations of the University were verified. Based on the completed internal analysis table and the survey, conclusions, which were used to update the HR4S Strategy and the Action Plan for 2022-2025, were drawn.

Acronyms and abbreviations:

FNP - Fundacja na rzecz Nauki Polskiej (Eng.: Foundation for Polish Science)

FRP - Fundacja Rektorów Polskich (Eng.: Polish Rectors Foundation)

ISA - Information Security Administrator

KRASP - Konferencja Rektorów Akademickich Szkół Polskich (Eng.: Conference of Rectors of Academic Schools in Poland)

KRPUT - Konferencja Rektorów Polskich Uczelni Technicznych (Eng.: Conference of Rectors of Polish Universities of Technology)

MNiSW - Ministerstwo Nauki i Szkolnictwa Wyższego (Eng.: Ministry of Science and Higher Education)

MPiPS - Ministerstwo Pracy i Polityki Socjalnej (Eng.: Ministry of Labour and Social Policy)

MSWiA - Ministerstwo Spraw Wewnętrznych i Administracji (Eng.: Ministry of Interior and Administration)

NCN - Narodowe Centrum Nauki (Eng.: National Centre of Science)

NCBiR - Narodowe Centrum Badań i Rozwoju (Eng.: National Centre of Research and Development)

ODO - Ochrona danych osobowych (Eng.: Protection of personal data)

PAN - Polska Akademia Nauk (Eng.: Polish Academy of Sciences)

PhD student - participant of PhD studies

PO - Pismo Okólne (Eng.: Circular Letter)

WUST - Wrocław University of Science Technology

ZW - Zarządzenie Wewnętrzne (Eng.: Internal Regulation)

Ethical and professional aspects

1. Research freedom

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Relevant legislation (permitting the implementation of this principle)	Existing Institutional rules	Actions required	When/Who
Act on Higher Education Act on Industrial Property Rights Act on Copyrights and Related Rights Act on Database Protection Unfair Competition Act Act on the Principles of Science Financing Public Finance Act Act on the Violation of Public Finance Discipline Code of the National Centre of Science related to scientific research integrity and application for research funds adopted by the Resolution of the NCN Board 39/2016 Code of ethics for researchers adopted by the Resolution of the General Assembly of PAN 2/2020 Code of Good Practices in Higher Education Institutions, KRASP FRP 2007. Code of ethics for the laureates and beneficiaries adopted by the Foundation's Board in 2008.	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Code of Ethics for the Employees of Wrocław University of Science and Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016) Regulations on Intellectual Property Management adopted by the Resolution of the Senate No. 107/7/2016-2020 (ZW 39/2017) Regulations on using the infrastructure of Wrocław University of Science and Technology adopted by the Resolution of the Senate 611/29/2012-2016 (ZW 14/2015) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 143/2021 on the Equality Plan for Wrocław University of Science and Technology for 2022-2024	does not require action	-

<p>Reliability in scientific research and respect for intellectual property, MNiSW 2012.</p> <p>Recommendations of the Board of National Centre of Science related to tests involving the participation of humans, 2016.</p>			
<p>2. Ethical principles Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional codes of ethics.</p>			
<p>Relevant legislation</p>	<p>Existing Institutional rules</p>	<p>Actions required</p>	<p>When/Who</p>
<p>Act on Higher Education</p> <p>Code of the National Centre of Science related to scientific research integrity and application for research funds adopted by the Resolution of the NCN Board 20/2016</p> <p>Code of ethics for researchers adopted by the Resolution of the General Assembly of PAN 2/2020</p> <p>Code of Good Practices in Higher Education Institutions, KRASP FRP 2007</p> <p>Code of ethics for the laureates and beneficiaries adopted by the Foundation's Board in 2008.</p> <p>Good academic practices in employing and in supervisor-subordinate relationships, MNiSW 2014</p> <p>Good practices in scientific review procedures, MNiSW 2011</p> <p>Reliability in scientific research and respect for intellectual property, MNiSW 2012</p>	<p>Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Code of Ethics for the Employees of Wroclaw University of Science and Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016)</p> <p>Regulations on Intellectual Property Management adopted by the Resolution of the Senate No. 107/7/2016-2020 (ZW 39/2017)</p> <p>Resolution of the Senate 320/17/2012-2016 on implementing at Wroclaw University of Science and Technology the Position of KRPUT's Executive Committee of Nov. 12, 2013, on additional employment of academic teachers with an employer carrying out teaching or research activity</p> <p>ZW 36/2014 regulating the participation of WUST employees in external projects and contracts</p> <p>ZW 5/2011 regulating the use of the University's facilities for purposes not related to statutory activities</p> <p>ZW 21/1995 regulating the protection of the rights of individuals and interests of Wroclaw University of Science and Technology</p> <p>Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013 - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>PhD student's Code of Ethics</p> <p>(http://radadoktorantow.pwr.edu.pl/index.php/kodeks-etyki-doktoranta/)</p>	<p>does not require action, but the University will undertake awareness-raising activities concerning professional ethics</p>	<p>22 months / Department of Humanities and Social Sciences (Faculty of Management), Information and Promotion Department</p>

Recommendations of the Board of National Centre of Science related to tests involving the participation of humans, 2016

ZW 158/2021 on establishing the Research Ethics Committee of Wrocław University of Science and Technology and introducing the Regulations of the Research Ethics Committee of Wrocław University of Science and Technology

3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Criminal code Labour code Act on Higher Education Act on Industrial Property Rights Act on Copyrights and Related Rights Act on Database Protection Unfair Competition Act Code of the National Centre of Science related to scientific research integrity and application for research funds adopted by the Resolution of the NCN Board 39/2016 Code of ethics for researchers adopted by the Resolution of the General Assembly of PAN 2/2020 Code of ethics for the laureates and beneficiaries adopted by the Foundation's Board in 2008 Good Practices in Higher Education Institutions, KRASP FRP 2007	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Code of Ethics for the Employees of Wrocław University of Science and Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016) Regulations on Intellectual Property Management adopted by the Resolution of the Senate No. 107/7/2016-2020 (ZW 39/2017) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) as amended (ZW 62/2013 - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 158/2021 on establishing the Research Ethics Committee of Wrocław University of Science and Technology and introducing the Regulations of the Research Ethics Committee of Wrocław University of Science and Technology	does not require action	-

<p>Good practice in scientific research. Recommendations, Group on Ethics in Science at the Ministry of Science, 2004</p> <p>Good academic practices in employing and in supervisor-subordinate relationships, MNiSW 2014</p> <p>Reliability in scientific research and respect for intellectual property, MNiSW 2012</p>			
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4. Professional attitude
 Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Higher Education</p> <p>Public Finance Act</p> <p>Act on the Principles of Science Financing</p> <p>Act on the Violation of Public Finance Discipline</p> <p>Act on the National Centre of Science</p> <p>Act on the National Centre of Research and Development</p> <p>Code of the National Centre of Science related to scientific research integrity and application for research funds adopted by the Resolution of the NCN Board 39/2016</p> <p>Recommendations of the Board of National Centre of Science related to tests involving the participation of humans, 2016</p>	<p>Wroclaw University of Science and Technology Quality Policy adopted by the Resolution of the Senate 919/39/2012-2016 (ZW 30/2016)</p> <p>Regulations on using the infrastructure of Wroclaw University of Science and Technology adopted by the Resolution of the Senate 611/29/2012-2016 (ZW 14/2015)</p> <p>ZW 60/2015 regulating the preparation and implementation of projects between 2014 and 2020 as amended (ZW 72/2015)</p> <p>ZW 31/2021 on determining the level of indirect cost mark-up for projects (assignments) starting in 2021</p> <p>ZW 80/2015 regulating the detailed guidance on the preparation and implementation of projects</p> <p>ZW 38/2004 regulating the financing of WUST's own contribution to special research programs financed by the Ministry of Science and Information Technology</p> <p>ZW 21/2018 on introducing a procedure for verification and registration of contracts, appendixes, projects and related documents in the Central Register of Contracts of Wrocław University of Science and Technology using the Electronic Monitoring of Contracts (EMU) system</p> <p>Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together</p>	<p>Support for researchers in applying for research grants.</p>	<p>30 months / Vice-Chancellor for Organisation and Development, Vice-Chancellor for Cooperation, Projects Office</p>

<p>Good practices in scientific review procedures, MNiSW 2011 Reliability in scientific research and respect for intellectual property, MNiSW 2012</p>	<p>with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) as amended (ZW 62/2013 - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 158/2021 on establishing the Research Ethics Committee of Wrocław University of Science and Technology and introducing the Regulations of the Research Ethics Committee of Wrocław University of Science and Technology</p>		
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5. Contractual and legal obligations
 Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes intellectual property rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc.) as set out in the terms and conditions of the contract or equivalent document.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Industrial Property Rights Act on Copyrights and Related Rights Act on Database Protection</p>	<p>Regulations on Intellectual Property Management adopted by the Resolution of the Senate No. 107/7/2016-2020 (ZW 39/2017) ZW 60/2015 regulating the preparation and implementation of projects between 2014 and 2020 as amended (ZW 72/2015) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013- amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 50/2016 regulating the documentation and dissemination of the results of research performed at WUST</p>	<p>does not require action</p>	

6. Accountability
 Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
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<p>Act on Higher Education Act on the Principles of Science Financing Public Finance Act Act on the Violation of Public Finance Discipline</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Regulations for Financial Management at Wrocław University of Science and Technology (ZW 153/2021) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 80/2015 regulating the detailed guidance on the preparation and implementation of projects Management control regulations at WUST (ZW 49/2016) as amended (ZW 19/2018) ZW 80/2016 on the implementation of internal audit at Wrocław University of Science and Technology Regulations of the Internal Control Unit (ZW 67/2004) ZW 82/2016 on the introduction of rules for the application of the Instructions for the circulation of documents for financial and accounting matters, human resources, payroll and documents in the area of project management as amended (ZW 142/2016) ZW 28/2018 on the rules for determining the amount of dues to which employees are entitled for domestic business trips and reimbursement of travel costs for persons who are not employees of the University ZW 49/2007 regulating the establishing and amounts of benefits for business trips outside the country ZW 25/2015 regulating the granting and using of the University's credit cards ZW 60/2015 regulating the preparation and implementation of projects between 2014 and 2020 up to date with the change in the deadline for the introduction of detailed guidelines for the preparation and implementation of projects for the 2014-2020 funding period (ZW 72/2015) The registry instruction and the Uniform file list in the Organisational Units of Wrocław University of Science and Technology (ZW 18/2001) with changes (ZW 14/2011 on introducing amendments to the Uniform file list at Wrocław University of Science and Technology, ZW 22/2016 on amending the procedure for discarding non-archival documentation at Wrocław University of Science and Technology) ZW 11/2001 regulating the procedure of passing the archived documents to the</p>	<p>does not require action</p>	<p>-</p>
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<p>University's Archive</p> <p>ZW 21/2018 on introducing a procedure for verification and registration of contracts, appendixes, projects and related documents in the Central Register of Contracts of Wrocław University of Science and Technology using the Electronic Monitoring of Contracts (EMU) system</p> <p>PO 13/1998 on the reduction of costs related to the use of University's phones in WUST's organizational units</p> <p>ZW 158/2021 on establishing the Research Ethics Committee of Wrocław University of Science and Technology and introducing the Regulations of the Research Ethics Committee of Wrocław University of Science and Technology</p>		
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7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfill them at all times.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Labor code along with OSH and fire protection implementation rules</p> <p>MPiPS Regulation on general OSH rules</p> <p>Fire Protection Act</p> <p>Act on preventing and combating infections and infectious diseases among people</p> <p>Personal Data Protection Act</p> <p>Act on Chemical Substances and Their Mixtures</p> <p>Law on Genetically Modified Organisms</p> <p>The Act on Protection of Secret Information</p> <p>Act on Database Protection</p>	<p>ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021)</p> <p>ZW 56/2018 on occupational health and safety and teaching at Wrocław University of Science and Technology</p> <p>ZW 64/2016 on organisational changes concerning the organisation of protection of classified information and defence matters at Wrocław University of Science and Technology as amended (ZW 59/2017)</p> <p>ZW 55/2020 on the organization of personal data processing at Wrocław University of Technology and documentation related to this processing</p> <p>ZW 73/2018 on ensuring the safety of employees, students and other persons staying in the buildings or on the premises of Wrocław University of Science and Technology and on fire protection</p> <p>ZW 10/2018 on conducting medical check-ups for employees of the Wrocław University of Technology</p> <p>ZW 28/2012 regulating the procedures for determining the circumstances and reasons for accidents at work and accidents while commuting to work or from work</p> <p>ZW 100/2019 on the principles of training in occupational safety and health of employees, doctoral students of Wrocław University of Science and Technology</p> <p>Recommendation No. 5/2011 of the Information Security Administrator of 29 November 2011.</p>	<p>does not require action, but the University will undertake activities in respect of :</p> <p>1. Development of a good practice document for research data management</p>	<p>12 months/ Wrocław Centre for Networking and Supercomputing</p>

<p>MNiSW Regulation on Occupational Safety and Health in higher education institutions</p> <p>MSWiA Regulation on the documentation of personal data processing and technical and organizational conditions required for the devices and IT systems used for personal data processing</p> <p>Reliability in scientific research and respect for intellectual property, MNiSW 2012</p> <p>Good practices in scientific review procedures, MNiSW 2011</p>	<p>ZW 16/2018 on the protection of health and maintenance of safety of employees, doctoral students and students of Wrocław University of Science and Technology from the risks associated with chemical substances and chemical solutions used in the workplace</p> <p>ZW 73/2018 on ensuring the safety of employees, students and other persons staying in the buildings or on the premises of Wrocław University of Science and Technology and on fire protection</p> <p>ZW 1/2018 on health and safety at work at stations equipped with screen monitors</p> <p>ZW 64/2016 on organisational changes concerning the organisation of protection of classified information and defence matters at Wrocław University of Science and Technology as amended (ZW 59/2017)</p> <p>ZW 50/2013 regulating the creation of Defense and Security Center as amended (ZW 113/2016)</p> <p>ZW 55/2020 on the organization of personal data processing at Wrocław University of Technology and documentation related to this processing</p> <p>PO 30/2003 on the legalization of measurement devices and containers used for the production, movement and handling of spirit</p> <p>ZW 158/2021 on establishing the Research Ethics Committee of Wrocław University of Science and Technology and introducing the Regulations of the Research Ethics Committee of Wrocław University of Science and Technology</p>		
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8. Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Higher Education</p> <p>Act on the National Centre of Science</p> <p>Act on the National Centre of Research and Development</p> <p>Act on Industrial Property Rights</p> <p>Act on Copyrights and Related Rights</p>	<p>Regulations on Intellectual Property Management adopted by the Resolution of the Senate No. 107/7/2016-2020 (ZW 39/2017)</p> <p>Resolution of the Senate 857/48/2008-2012 on approving the statute of a special purpose vehicle (established for indirect commercialization of research results)</p> <p>Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate</p>	<p>does not require action</p>	<p>-</p>

Act on Database Protection
Access to Public Information Act

127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)
ZW 50/2016 regulating the documentation and dissemination of the results of research performed at WUST
ZW 112/2014 with changes regulating the establishment of „WUST Knowledge Repository” project ()
ZW 108/2017 on the principles of financing, settlement and organisation of scientific conferences and other scientific events organised by Wrocław University of Science and Technology as amended (ZW 16/2019 on changes in the organisational structure of the Information and Promotion Department)
Regulations of the Academic Incubator of Enterprise of Wrocław University of Science and Technology adopted by the Senate Resolution no.
ZW 28/2013 establishing project titled “Establishing the rules for the cooperation with businesses on performing research, development works and services at WUST”
ZW 47/2017 on introducing Regulations for providing access to collections and information services of the library and information system of Wrocław University of Science and Technology
Regulations of the Library of Wrocław University of Science and Technology (ZW 137/2021)

Additional good practices at the University

Wrocław University of Science and Technology has a coherent system for technology transfer and research results commercialization. The central element of this system is Punkt Kontaktowy ds. Transferu Technologii (PKTT) (Eng.: Contact Point for Technology Transfer). The purpose of the Point is to coordinate the activities undertaken by WUST’s organizational units, including Wrocławskie Centrum Transferu Technologii (WCTT) (Eng.: Wrocław Centre for Technology Transfer), Akademicki Inkubator Przedsiębiorczości (AIP) (Eng.: Academic Entrepreneurship Incubator), faculty-based coordinators for the cooperation with industry and WUST’s special purpose vehicles, in the process of technology transfer, especially in maintaining contacts with scientists and entrepreneurs interested in technology transfer from WUST to economy. The key role in technology transfer is played by WUST’s Wrocław Centre for Technology Transfer. As a consequence of introducing new Regulations of Intellectual Property Management, the University’s Commercialization Commission was replaced by Technology Transfer Commission. The Commission is one of the key elements in the commercialization process, acting as an advisory board in technology transfer. It is entitled to issue opinions on approving the Result for commercialization and on the method of commercialization. Models of commercialization paths at WUST were also refined – both for direct and indirect commercialization. Wrocław University of Technology has a special purpose vehicle named „Instytut Transferu Technologii Sp. z o.o. (Eng.: Technology Transfer Institute). Its responsibilities include taking up shares in capital companies or establishing capital companies, which are created in order to implement the results of scientific research or development works carried out at WUST. Rector, in the form of a contract, may confer the management of industrial property rights on a company for commercialization purposes. In order to carry out its tasks, the University passes the results of scientific research and development works, especially the obtained industrial property rights, as a transfer of assets to a special purpose vehicle. The paid dividend from a special purpose vehicle is spent on the University’s statutory activity.

9. Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education Access to Public Information Act Entries of ECHE card (Erasmus University Charter for Higher Education)	ZW 50/2016 regulating the documentation and dissemination of the results of research performed at WUST ZW 63/2014 on establishing Young Researchers Academy at WUST's Faculty of Fundamental Problems of Technology ZW 10/2000 on WUST's rules for releasing information to the press Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 91/2013 with changes on the establishment of WUST's Academic Junior High School and Academic High School. as amended (ZW 94/2014) ZW 47/2017 on introducing Regulations for providing access to collections and information services of the library and information system of Wrocław University of Science and Technology Regulations of Lower Silesian Festival of Science (https://www.festiwal.wroc.pl/wp-content/uploads/2021/03/Regulamin-DFN.pdf) Rules for using the Open Science Zone (https://biblioteka.pwr.edu.pl/o-nas/regulamin-udostepniania-zasady-korzystania)	does not require action, but the University will undertake activities in respect of : 1. Development and implementation of the provisions of the Institutional Openness Policy for the dissemination and use of research results. 2. The promotional campaign presenting scientists and scientific research carried out at WUST. A database of experts for contacts with the media.	17 months/ Library of Wrocław University of Science and Technology 10 months Information and Promotion Department

Additional good practices at the University

Wrocław University of Science and Technology uses good practices for the popularization of science, including Lower Silesian Science Festival held every year in September, the Academy of Young Explorers, involvement of the University in the activities of the School of Academic, portal Wrocław University of Science and Technology as an information platform, publishing information in the media about the results of scientists' research, eg. in the series "Science at your service".

10. Non-discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labor code Act on Higher Education	ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 88/2015 on regulating the procedures in case mobbing is reported by an employee Code of Ethics for the Employees of Wrocław University of Science and Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016) ZW 143/2021 on the Equality Plan for Wrocław University of Science and Technology for 2022-2024	does not require action, but the University will undertake activities in respect of : 1. Awareness-raising activities on discrimination, development of specific anti-discrimination procedures under which discriminatory behaviour is reported.	22 months/ University Equality Policy Team

11. Evaluation/appraisal systems

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - as amended (ZW 62/2013 - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) Senate Resolution No. 162/12/2020-2024 (positive opinion of the Senate) and ZW 104/2021 on the Regulations for periodic evaluation of academic staff at Wrocław University of Science and Technology (conducted as the first one after the entry into	does not require action, but the University will undertake activities in respect of : 1. Taking into account the enhancement of professional competences of researchers, including the recognition of mobility as an assessment	12 months/ Vice-Rector for Science,

<p>force of the Act of 20 July 2018, Law on Higher Education and Science) PO 54/2021 on the rules of honorary titles adopted by the Senate, decorations and distinctions conferred at Wrocław University of Science and Technology ZW 37/2010 on introducing the Regulations on the Distinction “For great service to the Faculty” ZW 57/2021 on Regulations for awarding prizes to employees of Wrocław University of Science and Technology ZW 105/2021 on conducting a periodic evaluation of academic teachers at Wrocław University of Science and Technology ZW 155/2021 on surveying the opinions of students and doctoral students on the fulfilment of teaching duties by academic staff of Wrocław University of Science and Technology (repealed 54/2018, 124/2021)</p>	<p>element in recruitment and in the periodic evaluation of staff.</p>	<p>Science Department, International Relations Office</p>
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Recruitment

12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Labor code Act on Higher Education Regulation by the Ministry of Family, Labor and Social Policy on the procedures and conditions for the issue of work permits for foreigners</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Regulations on performing open competition for the position of lector or instructor, lecturer, senior lecturer, assistant, assistant professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 852/48/2008-2012 with changes (ZW 60/2012 with changes) - as amended (ZW 12/2013) Regulations on performing open competition for the position of professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 793/46/2008-2012 with changes (ZW 43/2012 with changes) - as amended (ZW 11/2013) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate</p>	<p>does not require action</p>	<p>–</p>

127/7/2012-2016 with changes (ZW 31/2013) - as amended (ZW 62/2013 - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)
 ZW 38/2013 on introducing the Procedure of recruitment for the positions of academic teacher employed on a maximum of half-time at WUST
 ZW 97/2018 on the rules concerning the employment of academic staff for research and teaching positions, research positions and teaching positions at Wrocław University of Science and Technology

13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialized as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labor Code Act on Higher Education	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Code of Ethics for the Employees of Wrocław University of Science and Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016) Regulations on performing open competition for the position of lector or instructor, lecturer, senior lecturer, assistant, assistant professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 852/48/2008-2012 with changes (ZW 60/2012 with changes) - as amended (ZW 12/2013) Regulations on performing open competition for the position of professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 793/46/2008-2012 with changes (ZW 43/2012 with changes) - as amended (ZW 11/2013) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - as amended (ZW 62/2013 - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)	does not require action,	–

ZW 38/2013 on introducing the Procedure of recruitment for the positions of academic teacher employed on a maximum of half-time at WUST
 ZW 97/2018 on the rules concerning the employment of academic staff for research and teaching positions, research positions and teaching positions at Wrocław University of Science and Technology
 ZW 107/2020 on the recognition of degrees awarded abroad

14. Selection (Code)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Regulations on performing open competition for the position of lector or instructor, lecturer, senior lecturer, assistant, assistant professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 852/48/2008-2012 with changes (ZW 60/2012 with changes) - as amended (ZW 12/2013) Regulations on performing open competition for the position of professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 793/46/2008-2012 with changes (ZW 43/2012 with changes) - as amended (ZW 11/2013) ZW 38/2013 on introducing the Procedure of recruitment for the positions of academic teacher employed on a maximum of half-time at WUST ZW 97/2018 on the rules concerning the employment of academic staff for research and teaching positions, research positions and teaching positions at Wrocław University of Science and Technology ZW 107/2020 on the recognition of degrees awarded abroad	does not require action,	–

15. Transparency (Code)

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
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<p>Labor code Act on Higher Education</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Code of Ethics for the Employees of Wrocław University of Science and Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016) Regulations on performing open competition for the position of lector or instructor, lecturer, senior lecturer, assistant, assistant professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 852/48/2008-2012 with changes (ZW 60/2012 with changes) - as amended (ZW 12/2013) Regulations on performing open competition for the position of professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 793/46/2008-2012 with changes (ZW 43/2012 with changes) - z as amended (ZW 11/2013) ZW 38/2013 on introducing the Procedure of recruitment for the positions of academic teacher employed on a maximum of half-time at WUST ZW 97/2018 on the rules concerning the employment of academic staff for research and teaching positions, research positions and teaching positions at Wrocław University of Science and Technology ZW 107/2020 on the recognition of degrees awarded abroad</p>	<p>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). Implementation of good practices when recruiting researchers; considering incorporate mobility aspects</p> <p>Strengthening of the university's efforts to attract visiting professors (experienced researchers).</p>	<p>15 months/ Vice-Rector for Organisation and Development, Human Resources Management Department, Science Department, Vice-Rector for Cooperation ECN Implementation Monitoring Team 34 months/ International Relations Office</p>
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16. Judging merit (Code)

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions..

Relevant legislation	Existing Institutional rules	Actions required	When/Who
	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p>	<p>does not require action,</p>	<p>–</p>

	<p>ZW 97/2018 on the rules concerning the employment of academic staff for research and teaching positions, research positions and teaching positions at Wrocław University of Science and Technology</p> <p>ZW 107/2020 on the recognition of degrees awarded abroad</p> <p>ZW 85/2021 on establishing the Centre of Excellence in Teaching at Wrocław University of Science and Technology</p>		
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17. Variations in the chronological order of CVs (Code)

Career breaks or variations in the chronological order of CVs should not be penalized, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p>	does not require action,	–

18. Recognition of mobility experience (Code)

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Relevant legislation	Existing Institutional rules	Actions required	When/Who

<p>Entries of ECHE card (Erasmus University Charter for Higher Education)</p>	<p>Resolution of the Senate 138/8/2012-2016 on the internationalization of WUST Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>Senate Resolution No. 998/42/2012-2016 on the adoption of the Report on cooperation with foreign countries for the period 2008-2016</p>	<p>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). Implementation of good practices when recruiting researchers; considering incorporate mobility aspects</p> <p>Strengthening of the university's efforts to attract visiting professors (experienced researchers).</p>	<p>15 months/ Vice-Rector for Organisation and Development, Human Resources Management Department, Science Department, Vice-Rector for Cooperation ECN Implementation Monitoring Team 34 months/ International Relations Office</p>
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19. Recognition of qualifications (Code)

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Higher Education Act on scientific degrees and academic titles and degrees and a title in art Regulation of the MNiSW on the detailed procedure and conditions for carrying out activities in the doctoral</p>	<p>Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW</p>	<p>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). Implementation of good</p>	<p>15 months/ Vice-Rector for Organisation and Development,</p>

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Higher Education</p> <p>Act on Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art</p> <p>MNiSW Regulation on the criteria for the evaluation of the scientific background of a candidate for the academic title of doctor habilitatus</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Regulations on performing open competition for the position of lector or instructor, lecturer, senior lecturer, assistant, assistant professor at Wrocław University of Science and Technology, adopted by the Resolution of the Senate 852/48/2008-2012 with changes (ZW 60/2012 with changes) - as amended (ZW 12/2013)</p> <p>ZW 38/2013 on introducing the Procedure of recruitment for the positions of academic teacher employed on a maximum of half-time at WUST</p> <p>ZW 97/2018 on the rules concerning the employment of academic staff for research and teaching positions, research positions and teaching positions at Wrocław University of Science and Technology</p> <p>ZW 107/2020 on the recognition of degrees awarded abroad</p>	does not require action,	–

Working conditions and social security

22. Recognition of the profession

All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants)

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Higher Education</p> <p>Act on Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art</p> <p>Act on the rules for the recognition of professional qualifications acquired in EU member states</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Wrocław University of Science and Technology Doctoral Degree Program</p> <p>Regulations adopted by the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017)</p> <p>Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate</p>	<p>Development and implementation of rules for the employment of researchers (R2) at the position of assistant or associate professor.</p> <p>Supporting the development of outstanding young scientists (R2) - especially Academia Iuvenum in various scientific disciplines.</p>	<p>23 months/ Science Department,</p> <p>Human Resources Management Department</p> <p>25 months/ Science Department</p>

127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)

Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021)

ZW 39/2019 on defining the method of verification of learning outcomes for qualifications at level 8 of the Polish Qualification Framework (PRK) for the Doctoral School of Wrocław University of Science and Technology

23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work program.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labour code Act on Higher Education Act on the Financing of Science Fire Protection Act Act on occupational medicine services Act on preventing and combating infections and infectious diseases among people Act on Chemical Substances and Their Mixtures Law on Genetically Modified Organisms MPIP Regulation on general OSH rules The Ministry of Infrastructure Regulation on technical conditions for buildings and their location	Wrocław University of Science and Technology Quality Policy adopted by the Resolution of the Senate 919/39/2012-2016 (ZW 30/2016) Wrocław University of Science and Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017) ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021) ZW 10/2018 regulating the occupational health tests for WUST employees ZW 16/2018 on the protection of health and maintenance of safety of employees, doctoral students and students of Wrocław University of Science and Technology from the risks associated with chemical substances and chemical solutions used in the workplace ZW 73/2018 on ensuring the safety of employees, students and other persons staying in the buildings or on the premises of Wrocław University of Science and Technology and on fire protection ZW 1/2018 on health and safety at work at stations equipped with screen monitors ZW 58/2020 on the introduction of Remuneration Regulations at Wrocław University of Science and Technology, as amended (rules of granting - appendix no. 8) and PO 64/2020 on the introduction of a model application for granting/withdrawal of the right to an allowance for work in conditions harmful to health or onerous (health allowance)	Development of new regulations "Rules for the use of research infrastructure at Wrocław University of Science and Technology" consistent with the Statute and the organisational structure of the University in force since September 2021 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.	22 months/ Business Offer of Wrocław University of Science and Technology, Equipment Department reporting to the Administrative Director 16 months/ Business Offer of Wrocław University of Science and Technology, Equipment Department reporting to the Administrative Director

	<p>ZW 13/2011 on the scope of duties of the University's Radiation Protection Officer as amended (ZW 129/2020 on organisational changes concerning units reporting to the Chancellor)</p> <p>ZW 100/2019 on the principles of training in occupational safety and health of employees, doctoral students of Wrocław University of Science and Technology</p> <p>ZW 38/2004 regulating the financing of WUST's own contribution to special research programs financed by the Ministry of Science and Information Technology</p> <p>Regulations on using the infrastructure of Wrocław University of Science and Technology adopted by the Resolution of the Senate 611/29/2012-2016 (ZW 14/2015)</p> <p>Regulations of the Academic Incubator of Enterprise of Wrocław University of Science and Technology adopted by the Senate Resolution no.</p> <p>ZW 81/2018 The principles and procedure for granting paid leave to academic staff of Wrocław University of Science and Technology in order to undergo training abroad, a research or teaching placement participation in a conference or participation in joint scientific research conducted with a foreign entity on the basis of a scientific cooperation agreement adopted by Senate Resolution No. 529/24/2016-2020</p> <p>PO 30/2003 on the legalization of measurement devices and containers used for the production, movement and handling of spirit</p> <p>ZW 47/2017 on introducing Regulations for providing access to collections and information services of the library and information system of Wrocław University of Science and Technology</p> <p>Rules for using the Open Science Zone https://biblioteka.pwr.edu.pl/o-nas/regulamin-udostepniania-zasady-korzystania</p> <p>Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>Health and Safety instructions for various work stations to be downloaded from the website of the Health and Safety Department https://bhp.pwr.edu.pl/</p> <p>ZW 94/2021 Regulations of the Centre for Innovation and Business of Wrocław University of Science and Technology</p>	<p>We are continuing to carry out occupational risk assessments for the missing job positions.</p> <p>Development of a website in English.</p> <p>Improving the availability of services and infrastructure for in-silico research</p>	<p>34 months/ Health and Safety Department</p> <p>16 months/ Health and Safety Department</p> <p>17 months/ Wrocław Centre for Networking and Supercomputing</p>
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ZW 158/2021 on establishing the Research Ethics Committee of Wrocław University of Science and Technology and introducing the Regulations of the Research Ethics Committee of Wrocław University of Science and Technology
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Additional good practices at the University

For the purposes of scientific research and in particular the organization of the IT environment supporting the process of research service and IT units (such as Wrocław Centre for Networking and Supercomputing (WCNS), University Informatization Area (UIA)) provide access to:

- computational services - under which there are provided hardware and software designed to conduct scientific calculations and there is provided support and training in the field of computer-aided scientific research; computing services are provided to scientists from local academic environment and from all over the country; the use of high performance computers in WCNS is free, it takes place on the basis of awarding so called computing grants. Applications for grants are accepted on a continuous basis,
- archive services - under which the backup system and data archiving service is provided; services are directed to research teams using the computing services and to scientific institutions in the area of Lower Silesia. Using the services of data storage is free,
- security services - in the frame of which the security team of WCNS ensures a high level of safety of computing services and data storage; implemented policy of backup to protect users against losing important data and calculation results,
- private network services - in the frame of which for the University, including the organization of scientific community (in particular, secure access to the resources of the University) was launched for university staff service PWR-VPN designed to provide employees of Wrocław University of Science and Technology secure and reliable access to network resources of PWR-NET for people outside their home university.

24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labor code Act on Higher Education Act on occupational and social rehabilitation and employment of the disabled Act on the Financing of Science	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wrocław University of Science and Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017) ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021) ZW 84/2020 on organisational changes concerning units and organisational units	does not require action	–

	<p>reporting directly to the Vice-Rector for Organisation and Development of the University – establishment of the Department of Accessibility and Support for People with Disabilities</p> <p>ZW 97/2021 on ordering, commissioning and assigning didactic classes and on the settlement of obligatory number of hours</p> <p>PO 13/2005 on appointing a Disabled People Representative at WUST</p> <p>Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>ZW 143/2021 on the Equality Plan for Wrocław University of Science and Technology for 2022-2024</p>		
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Additional good practices at the University

For the purposes of scientific research, in particular the organization of environment supporting the research process, departments and information units (such as the Wrocław Centre for Networking and Supercomputing (WCNS), units subordinate to the Deputy Chancellor for IT) provide access to tools and services to implement research at different times and from different locations. This may be ensured, among others, thanks to VPN, anti-virus software, remote access mechanisms and access to parts of tools on home computers (licenses with the possibility of installing software on "home" computers of university staff for the needs of scientists' work, research and education). The University also houses a kids' club "mSzkraB" for the children of staff, students and PhD students conducted by Manus Foundation.

25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in Council Directive on permanent employment.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Labor Code</p> <p>Act on Higher Education</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021)</p> <p>Wrocław University of Science and Technology Development Strategy including</p>	<p>does not require action, but the University will undertake activities in respect of :</p>	

Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) Resolution of the Senate 279/17/2008-2012 on the guaranteed return to work with previous employment conditions for employees employed at special tasks in projects	1.creation of an English version of the “employee zone” website.	14 months / Human Resources Management Department
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26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labour code Act on Higher Education Act on social security system MNiSW Regulation on the rules for remuneration for work and other work-related benefits for employees employed at a public high school Act on promotion of employment and on labor market institutions MNiSW Regulation on detailed conditions and procedures for granting and paying Ministry’s special scholarships for outstanding accomplishments to postgraduate students MNiSW Regulation on postgraduate study programs and postgraduate student scholarships MNiSW Regulation on the conditions for granting scholarships to persons with open doctoral procedure	Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) ZW 68/2020 on the introduction of Regulations for granting awards and distinctions by the Rector and the Dean to doctoral students of the Doctoral School and participants of doctoral studies ZW 17/2021 on establishing the rules for awarding doctoral students of the Doctoral School and participants of doctoral studies with scientific scholarships from the own fund for scholarships of Wrocław University of Science and Technology ZW 57/2021 on Regulations for awarding prizes to employees of Wrocław University of Science and Technology Resolution of the Senate 279/17/2008-2012 on the guaranteed return to work with previous employment conditions for employees employed at special tasks in projects Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 147/8/2016-2020 (ZW 48/2017) ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021) Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) Rules for awarding special scholarships to postgraduate students and students (ZW 34/2003)	Monitoring the effectiveness of the Primus programme (salary incentive scheme for researchers). Monitoring the effectiveness of the Secundus programme (salary incentive scheme for researchers).	23 months/ Science Department 23 months/ Science Department

ZW 67/2019 on the introduction of the Regulations on benefits for students and doctoral students of Wrocław University of Science and Technology as amended: ZW 104/2019, ZW 30/2020, ZW 43/2020, ZW 74/2020, ZW 109/2021
 ZW 103/2020 on the rates of additional remuneration for academic staff for overtime hours
 ZW 58/2020 on the introduction of Remuneration Regulations at Wrocław University of Science and Technology, as amended (ZW 113/2021)
 ZW 97/2021 on ordering, commissioning and assigning didactic classes and on the settlement of obligatory number of hours
 ZW 70/2017 on the introduction of Regulations for granting doctoral scholarships and determining the amount of doctoral scholarship as amended (ZW 60/2021 on determining the amount of doctoral scholarships in the academic year 2021/2022)
 ZW 86/2017 on introducing Regulations for increasing a doctoral scholarship from the subsidy for financing pro-quality tasks for full-time doctoral studies at Wrocław University of Science and Technology
 ZW 76/2021 on Regulations for awarding scholarships for employees from the own fund for scholarships of Wrocław University of Science and Technology
 ZW 45/2012 regulating the granting of doctoral scholarships to WUST employees
 ZW 57/2021 on Regulations for awarding prizes to employees of Wrocław University of Science and Technology
 ZW 64/2004 regulating the employment of foreigners on the basis of an employment contract, contract of mandate or task-specific contract

27. Gender balance
 Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labour code	ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021) ZW 143/2021 on the Equality Plan for Wrocław University of Science and Technology for 2022-2024	Activities aiming at balancing gender representation among all staff groups at the University.	32 months/ University Equality Policy Team

28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labour code Act on Higher Education Act on Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art MNiSW Regulation on postgraduate study programs held by university organizational units	Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021)	Development and implementation of rules for the employment of researchers (R2) at the position of assistant or associate professor. Supporting the development of outstanding young scientists (R2) - especially Academia Iuvenum in various scientific disciplines.	23 months/ Science Department, Human Resources Management Department 23 months/ Science Department

29. Value of mobility

Employers and/or funders must recognise the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education MNiSW Regulation on the conditions for sending a person abroad for research, teaching or training and on such person's special rights MNiSW Regulation on foreigners undertaking and pursuing studies and trainings, as well as participating in scientific research and development works	Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) ZW 81/2018 The principles and procedure for granting paid leave to academic staff of Wroclaw University of Science and Technology in order to undergo training abroad, a research or teaching placement participation in a conference or participation in joint scientific research conducted with a foreign entity on the basis of a scientific cooperation agreement adopted by Senate Resolution No. 529/24/2016-2020 Wroclaw University of Technology Doctoral Degree Program Regulations adopted by	does not require action, but the University will undertake activities in respect of : taking into account the enhancement of professional competences of researchers, including the recognition of mobility as an assessment	12 months/ Vice-Rector for Science,

<p>Entries of ECHE card (Erasmus University Charter for Higher Education)</p>	<p>the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017) Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) ZW 141/2016 on the signing of inter-university agreements under the Erasmus+ programme ZW 97/2021 on ordering, commissioning and assigning didactic classes and on the settlement of obligatory number of hours</p> <p>Wrocław University of Technology Quality Policy adopted by the Resolution of the Senate 919/39/2012-2016 (ZW 30/2016) ZW 140/2016 on the conclusion of contracts and agreements on cooperation with foreign didactic as well as scientific and didactic institutions ZW 107/2020 on the recognition of degrees awarded abroad ZW 105/2021 on conducting a periodic evaluation of academic teachers at Wrocław University of Science and Technology</p>	<p>element in recruitment and in the periodic evaluation of staff.</p>	<p>Science Department, International Relations Office</p>
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30. Access to career advice

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Act on Higher Education</p>	<p>Regulations of the Academic Entrepreneurship Incubator adopted by the Resolution of the Senate No. 45/4/2020-2024 (PO 1/2021) ZW 8/2011 on organizational changes in the administration of the University regarding the organizational units subordinate to the Deputy-Rector for Students - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p>	<p>A promotional campaign about the scope of activities of the Career Office including career advice for researchers with a focus on R1-R2.</p> <p>Training and career advice for researchers.</p>	<p>32 months/ Career Office</p>

31. Intellectual property rights

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of intellectual property rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organizations, as possibly provided for under specific collaboration agreements or other types of agreement.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education Act on Industrial Property Rights Act on Copyrights and Related Rights Act on Database Protection Reliability in scientific research and respect for intellectual property, MNiSW 2012.	Regulations on Intellectual Property Management adopted by the Resolution of the Senate 107/7/2016-2020 (ZW 39/2017) ZW 50/2016 regulating the documentation and dissemination of the results of research performed at WUST	does not require action,	–

Additional good practices at the University

Wroclaw University of Science and Technology has a coherent system for technology transfer and research results commercialization. The central element of this system is Punkt Kontaktowy ds. Transferu Technologii (PKTT) (Eng.: Contact Point for Technology Transfer). The purpose of the Point is to coordinate the activities undertaken by WUST's organizational units, including Wrocławskie Centrum Transferu Technologii (WCTT) (Eng.: Wroclaw Centre for Technology Transfer), Akademicki Inkubator Przedsiębiorczości (AIP) (Eng.: Academic Entrepreneurship Incubator), faculty-based coordinators for the cooperation with industry and WUST's special purpose vehicles, in the process of technology transfer, especially in maintaining contacts with scientists and entrepreneurs interested in technology transfer from WUST to economy. The key role in technology transfer is played by WUST's Wroclaw Centre for Technology Transfer. As a consequence of introducing new Regulations of Intellectual Property Management, the University's Commercialization Commission was replaced by Technology Transfer Commission. The Commission is one of the key elements in the commercialization process, acting as an advisory board in technology transfer. It is entitled to issue opinions on approving the Result for commercialization and on the method of commercialization. Models of commercialization paths at WUST were also refined – both for direct and indirect commercialization. Wroclaw University of Technology has a special purpose vehicle named „Instytut Transferu Technologii Sp. z o.o. (Eng.: Technology Transfer Institute). Its responsibilities include taking up shares in capital companies or establishing capital companies, which are created in order to implement the results of scientific research or development works carried out at WUST. Rector, in the form of a contract, may confer the management of industrial property rights on a company for commercialization purposes. In order to carry out its tasks, the University passes the results of scientific research and development works, especially the obtained industrial property rights, as a transfer of assets to a special purpose vehicle. The paid dividend from a special purpose vehicle is spent on the University's statutory activity.

32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognized and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s)

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education Act on Industrial Property Rights Act on Copyrights and Related Rights Resolution No 20/2016 of the NCN Board on scientific research integrity Act on Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art	Regulations on Intellectual Property Management adopted by the Resolution of the Senate 107/7/2016-2020 (ZW 39/2017) ZW 50/2016 regulating the documentation and dissemination of the results of research performed at WUST Code of Ethics for the Employees of Wroclaw University of Technology (PO 12/2016)	Monitoring the development of early career researchers (R1-R2) as co-authors of papers, patents and research results independently of their supervisors.	32 months/ Library of Wrocław University of Science and Technology

Additional good practices at the University

Analysis of annual citation and scientific achievements of Wrocław University of Science and Technology's workers presented to the Senate, which all of the scientists receive.

33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education Act on Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art MNiSW Regulation on the rules for remuneration for work and other work-related benefits for employees employed at a public high school MNiSW Regulation on the criteria for the evaluation of the scientific	Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Senate Resolution No. 162/12/2020-2024 (positive opinion of the Senate) and ZW 104/2021 on the Regulations for periodic evaluation of academic staff at Wrocław University of Science and Technology (conducted as the first one after the entry into force of the Act of 20 July 2018, Law on Higher Education and Science) ZW 97/2021 on ordering, commissioning and assigning didactic classes and on the settlement of obligatory number of hours Wrocław University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017)	Monitoring the commissioning of didactic classes with a view to reducing the obligatory number of teaching hours for members of the Academia Iuvenum (R2) (ZW 53/2021). Revision and adaptation of the rules for commissioning	32 months/ Educational Department 32 months/

background of a candidate for the academic title of doctor habilitatus	<p>ZW 103/2020 on the rates of additional remuneration for academic staff for overtime hours Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>ZW 46/2021 on peer observance of classes conducted at Wrocław University of Science and Technology</p> <p>ZW 54/2018 on surveying the opinions of students and doctoral students on the fulfilment of teaching duties by academic staff of Wrocław University of Science and Technology as amended (ZW 124/2021 on amending Appendixes 2 and 2a)</p> <p>ZW 87/2017 on the obligation for research and teaching staff of Wrocław University of Science and Technology to complete the "Course on Didactics in Higher Schools"</p> <p>ZW 39/2019 on defining the method of verification of learning outcomes for qualifications at level 8 of the Polish Qualification Framework (PRK) for the Doctoral School of Wrocław University of Science and Technology</p> <p>ZW 105/2021 on conducting a periodic evaluation of academic teachers at Wrocław University of Science and Technology</p> <p>ZW 155/2021 on surveying the opinions of students and doctoral students on the fulfilment of teaching duties by academic staff of Wrocław University of Science and Technology (repealed 54/2018, 124/2021)</p>	<p>didactic classes for research work.</p> <p>The monitoring of the effectiveness of the Tertius programme – reduction of the obligatory teaching hours due to the implementation of research projects.</p>	<p>Vice-Chancellor for Education, Educational Department</p> <p>32 Months/ Educational Department</p>
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34. Complaints/appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education MNiSW Regulation on the detailed procedure for investigation and	Statute of Wrocław University of Technology adopted by the Resolution of the Senate 161/12/2020-2024 (PO 40/2021) Senate Resolution No. 162/12/2020-2024 (positive opinion of the Senate) and ZW	Awareness-raising activities on discrimination, development of specific anti-discrimination	22 months/ Educational Department

disciplinary proceedings against academic teachers	<p>104/2021 on the Regulations for periodic evaluation of academic staff at Wrocław University of Science and Technology (conducted as the first one after the entry into force of the Act of 20 July 2018, Law on Higher Education and Science)</p> <p>Resolution of the Senate 100/5/2012-2016 on the approval of the Rules of the Senate Board of Appeal</p> <p>Employment Regulations at WUST (ZW 45/2010 with changes)</p> <p>Senate Resolution No. 1/1/2020-2024 on defining the scope of tasks and powers of Senate committees</p> <p>ZW 66/2019 on the introduction of Work Regulations at Wrocław University of Science and Technology as amended (ZW 111/2021)</p> <p>ZW 88/2015 on regulating the procedures in case mobbing is reported by an employee</p> <p>Rector's letter No R/1832/2003 determining the tasks of the Rector's Ethical Commission</p> <p>ZW 156/2021 on the introduction at Wrocław University of Science and Technology of the Regulations on whistleblowing and protection of whistleblowers</p>	<p>procedures under which discriminatory behaviour is reported.</p> <p>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).</p>	<p>University Equality Policy Team</p> <p>23 months/ Rector's Committee on Academic Affairs, Internal Mediator of Wrocław University of Science and Technology, Disciplinary Prosecutors for Academic Teachers, Disciplinary Prosecutor for Doctoral Students</p>
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35. Participation in decision-making bodies
 Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education Act on trade unions	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Wrocław University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017)</p> <p>ZW 46/2006 concerning the introduction of PhD Students' Self-governed Regulations at Wrocław University of Science and Technology</p> <p>Wrocław University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021)</p>	does not require action,	–

Additional good practices at the University

Departments, Studies and Centres' regulations also define the regulations of science employees' representation in decision-making bodies at the level of organizational units. There are appointed Rector and Deputy-Rectors' representatives and advisers at Wroclaw University of Science and Technology.

Training

36. Relation with supervisors

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Labor Code Act on Higher Education Good academic practices in employing and in supervisor-subordinate relationships, MNiSW 2014	Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) PO 20/2013 on determining uniform principles of progress' evaluation in the preparation of doctoral dissertation at PhD studies being completed since the academic year 2012/2013 Regulations of PhD studies at Wroclaw University of Science and Technology adopted by the Senate Resolution No. 147/8/2016-2020 (ZW 48/2017) Senate Resolution No. 162/12/2020-2024 (positive opinion of the Senate) and ZW 104/2021 on the Regulations for periodic evaluation of academic staff at Wrocław University of Science and Technology (conducted as the first one after the entry into force of the Act of 20 July 2018, Law on Higher Education and Science) Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021) ZW 105/2021 on conducting a periodic evaluation of academic teachers at Wrocław University of Science and Technology	does not require action,	–

37. Supervision and managerial duties

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education together with the implementation rules	<p>Regulations of PhD studies at Wrocław University of Science and Technology adopted by the Senate Resolution No. 147/8/2016-2020 (ZW 48/2017)</p> <p>ZW 97/2021 on ordering, commissioning and assigning didactic classes and on the settlement of obligatory number of hours</p> <p>Code of Ethics for the Employees of Wrocław University of Technology adopted by the Resolution of the Senate 918/39/2012-2016 (PO 12/2016)</p> <p>Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>ZW 46/2021 on peer observance of classes conducted at Wrocław University of Science and Technology</p> <p>Wrocław University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021)</p>	does not require action,	–

38. Continuing professional development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Labour code</p> <p>Act on Higher Education</p> <p>MNiSW Regulation on the conditions for sending a person abroad for research, teaching or training and on such person's special rights</p>	<p>Statute of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Wrocław University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate 147/8/2016-2020 (ZW 48/2017)</p> <p>ZW 108/2017 on the principles of financing, settlement and organisation of scientific conferences and other scientific events organised by Wrocław University of Science and Technology as amended (ZW 16/2019 on changes in the organisational structure of the Information and Promotion Department)</p> <p>Wrocław University of Science and Technology Development Strategy including Wrocław University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p>	does not require action,	–

<p>Wroclaw University of Science and Technology Quality Policy adopted by the Resolution of the Senate 919/39/2012-2016 (ZW 30/2016)</p> <p>ZW 25/2013 regulating the procedure of the circulation and publishing job offers, training and placement offers for students, postgraduate students and graduate students in entities other than WUST</p> <p>ZW 81/2018 The principles and procedure for granting paid leave to academic staff of Wrocław University of Science and Technology in order to undergo training abroad, a research or teaching placement participation in a conference or participation in joint scientific research conducted with a foreign entity on the basis of a scientific cooperation agreement adopted by Senate Resolution No. 529/24/2016-2020</p> <p>ZW 23/2009 on the duty to register the joining of national and international academic/scientific societies. as amended (ZW 5/2016)</p> <p>Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021)</p> <p>ZW 50/2021 on improving qualifications by WUST employees</p>		
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Additional good practices at the University

Study of Humanities and Social Sciences and the Department of Foreign Languages at WUST have an offer of professional development aimed at researchers, among others, language courses offer.

In addition, information about opportunities to participate in training are spread via the Electronic Bulletin of Wrocław University of Science and Technology, Project Management Department's newsletter, the newsletter of the Regional Contact Point, website of Wrocław Centre for Technology Transfer.

Directorate of Foreign Languages Department organizes for teachers, twice in the academic year, "Development Days". Employees of Foreign Language Department participate in lectures, workshops, seminars, discussions on various topics in the field of modern teaching, psychology, intercultural and ethics. They invite specialists from the country and from abroad. Periodically there are organized trainings for leadership in the field of psychology, management and labor law. The choice of subjects for employees' trainings is also made on the basis of carried out in Foreign Languages Department surveys and both teams and individual teachers' needs are taken into consideration. As part of the Cyber Security for the Future Economy project implemented by the Faculty of Electronics, Department of Telecommunications and ICT, training sessions on the topics of digital security in university activities and the consequences of GDPR for university operations are conducted for all university employees.

39. Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take-up and effectiveness in improving competencies, skills and employability.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
<p>Labour code</p> <p>Act on Higher Education</p> <p>MNiSW Regulation on the conditions for sending a person abroad for research, teaching or training and on such person's special rights</p>	<p>Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021)</p> <p>Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2)</p> <p>Wroclaw University of Science and Technology Quality Policy adopted by the Resolution of the Senate 919/39/2012-2016 (ZW 30/2016)</p> <p>ZW 50/2021 on improving qualifications by WUST employees</p>	<p>Training in forms of communication, i.e. how to promote, popularise research and achievements.</p> <p>Continuation of University-wide training organised under the Central Training Budget as needed, in line with ZW 50/2021.</p> <p>Conducting group training and individual consultations on intellectual property rights (issues of substantive law on intellectual property, ways to protect creation, legal aspects of scientific collaboration and commercialisation).</p> <p>Monitoring the number of training grants for researchers.</p> <p>Training for researchers – supporting staff in self-assessment and development in soft skills areas.</p> <p>Training for WUST research staff in international research</p>	<p>32 months/ Department of Humanities and Social Sciences (Faculty of Management)</p> <p>32 months/ Human Resources Department</p> <p>32 months/ Intellectual Property and Patent Information Office</p> <p>32 months/ Human Resources Department</p> <p>32 months/ Career Office</p> <p>32 months/</p>

Regional Contact Point maintains and monitors the effectiveness of undertaken training activities. For the University's employee' Foreign Languages offers: language training courses, including "rare" languages (Spanish, Portuguese, Czech, Swedish, Japanese), specialized English courses for academic teachers, conducting classes in English Academic English, language courses on request of departments and organizational units of the University, for example Projects Management Department, , central administration, preparational courses for international certification exams IELTS, FCE, CAE, BULATS, Mondiale, examinations ACERT, BULATS, Mondiale certified with a certificate, workshops developing interpersonal skills, intercultural workshops, special courses for young scientists in the field of culture, language and voice emission, translating scientific-technical and design documentation into Polish and foreign languages, correction of scientific texts in English by native speakers.

40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Relevant legislation	Existing Institutional rules	Actions required	When/Who
Act on Higher Education MNiSW Regulation on postgraduate study programs and postgraduate student scholarships	Statute of Wroclaw University of Science and Technology adopted by the Resolution of the Senate No. 161/12/2020-2024 (PO 40/2021) Wroclaw University of Science and Technology Development Strategy including Wroclaw University of Technology Development Plan and Strategic Goals together with the measures of their progress, adopted by the Resolution of the Senate 127/7/2012-2016 with changes (ZW 31/2013) - amendment to Appendix 1, ZW 74/2015 - amendment to Appendix 2) Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 147/8/2016-2020 (ZW 48/2017) Wroclaw University of Technology Doctoral Degree Program Regulations adopted by the Resolution of the Senate No. 93/9/2020-2024 (PO 30/2021)	does not require action,	



Summary of data from the survey and internal analysis of documentation

The results of the survey were analysed quantitatively and qualitatively. Based on the collected data, a report was prepared showing the results of the survey with a breakdown of respondents' answers against 40 questions that correspond to 40 principles of the Charter and Code. Critical issues requiring modification in order to fulfil the guidelines of the Charter and the Code have been discussed and included in the HRS4R-2022 Strategy and the 2022-2025 Action Plan. In order to ensure transparency of the activities conducted, the HRS4R-2022 Strategy has been published on the website:

LINK PL: [Bieżące działania i co przed nami? - Politechnika Wrocławska \(pwr.edu.pl\)](#)

LINK EN: [Our current and future activities - Wrocław University of Science and Technology \(pwr.edu.pl\)](#)

SUMMARY AND FINAL CONCLUSIONS

For many years Wrocław University of Science and Technology has been developing towards a research unit that is researcher friendly. Work on the preparation of the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers showed that many aspects related to the execution of research and the scientific development of PhD students and employees of Wrocław University of Science and Technology is already properly regulated at our University. Good practices adopted by the academic community are being applied in many areas.

A detailed internal analysis carried out within the framework of implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers showed three key areas which are a priority for the University in terms of strengthening its competitiveness and ensuring, to a greater extent, an appropriate space for the development of science. Corrective actions in relation to the area of career guidance and clarification of staff responsibilities in the area of training young staff have been included in the 2022-2025 Action Plan.


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

Action Plan 2022-2025

Actions implemented (2016-2021) and actions planned for implementation in 2022-2025.

 = implemented task

 = new priority task 2022-2025

 = incomplete task

 = new secondary task 2022-2025

Status	No	The area of the Charter and the Code	Year	Substantive description of planned actions	Responsible unit	Task performance indicator	Status
Corrective Actions							
Block I. Ethical and professional aspects							
	4	Professional attitude	2022	Support for researchers in applying for research grants.	Vice-Chancellor for Organisation and Development, Vice-Chancellor for Cooperation, Projects Office	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.	

Block III. Working conditionals and security

	23	Research environment		Development of new regulations "Rules for the use of research infrastructure at Wrocław University of Science and Technology" consistent with the Statute and the organisational structure of the University in force since September 2021.	Business Offer of Wrocław University of Science and Technology, Equipment Department reporting to the Administrative Director	a) Preparation of the Rules of Procedure. b) Indicator of employees, doctoral students and students using research infrastructure at Wrocław University of Science and Technology (based on records of CIB use). (c) Indicator of equipment made available to companies/persons from outside.	
				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.	Business Offer of Wrocław University of Science and Technology, Equipment Department reporting to the Administrative Director	a) Creation/extension of an Open Innovation Platform. (b) Website visitor rate from the WUST domain. (c) Website visitor rate apart from the WUST domain. (d) Indicator of reported research problems/establishment of research teams/networks built to solve the research problem.	
V	26	Funding and salaries		Development and implementation of remuneration regulations and the legislation concerning the system of wage motivation.	Human Resources Management Department	Ratio % of academic staff receiving special or performance allowance to all academic staff.	2018
V	30	Access to career advice	2016	Extending tasks of the Career Office in order to provide career counselling for PhD students and young researchers and also implementation of a system to	Career Office	Ratio % of doctoral students seeking advice in the Career Office.	2020

				disseminate information about career counselling.			
			2022	A promotional campaign about the scope of activities of the Career Office including career advice for researchers with a focus on R1-R2.	Career Office	<ul style="list-style-type: none"> 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. (d) Sending information on training courses planned for doctoral students by e-mail and EBiP. e) Information meetings with researchers in organisational units (Faculties). 	
V	33	Teaching	2016	Verification and alignment of rules commissioning didactic classes in terms of taking into account the time spent on the training of early-stage researchers.	Educational Department	Ratio % of research supervisors for whom the obligatory number of teaching hours has been reduced due to time spent supervising an early career researcher to all research staff who train researchers (R1).	2018
V			2016	Updating regulations of PhD studies.	Educational Department		2018
V			2016	Development of a code of good practice of supervisors and scientific tutors.	The team appointed by the Rector, Department on Strategy of the University		2017

V			2016	Reinforcement of the element of providing research supervision in the evaluation of academic staff.	The team appointed by the Rector, Department on Strategy of the University	Ratio % of supervisors having joint publication with doctoral students and supervisors of doctorates awarded with distinction (inclusion of these facts in the evaluation sheet of the researcher).	2020
			2022	Monitoring the commissioning of didactic classes with a view to reducing the obligatory number of teaching hours for members of the Academia Iuvenum (R2) (ZW 53/2021).	Educational Department	Number of researchers / number of hours for whom the obligatory number of teaching hours has been due to work in Academia Iuvenum.	
				Revision and adaptation of the rules for commissioning didactic classes for research work.	Vice-Chancellor for Education, Educational Department	a) Updating the internal regulation regulating the obligatory number of teaching hours for researchers who conduct courses on the research work. (b) The number of supervisors and the number of hours for courses on research work in relation to all academic staff.	

Self-Improvement Actions

Block I. Ethical and professional aspects

V	2	Ethical principles	2016	Publishing of a set of national guidelines about ethical issues in the area of Higher Education on the Wroclaw University of Science and Technology website	Department on Strategy of the University		2016
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			2022	Awareness activities concerning professional ethics.	Department of Humanities and Social Sciences (Faculty of Management), Information and Promotion Department	A campaign to raise awareness of unethical behaviour, bullying etc.	
V	4	Professional attitude	2016	Development and implementation of the process of informing employees and PhD students about ongoing projects, grants, etc. through the Internet.	Project Management Department		2017
			2016	Including the provision of access for young scientists and PhD students to laboratories and research equipment in the existing regulations.	Center for Scientific and Technical Information, Legal Office	Ratio % of young scientists and doctoral students using laboratories and research equipment (based on declaration in the thesis submission, annual statements of heads and supervisors of scientific circles, statements from research projects).	2017 2020 Scheduled for 2022-2025 as no. 23 in corrective actions
V	5	Contractual and legal obligations	2016	Development of an action plan regarding the extension of cooperation with the Regional Focal Point for Research Programmes of the European Union in order to support researchers of Wroclaw University of Science and Technology.	Project Management Department		2017
V	7 23	Good practice in research;	2016	Development and implementation of new Work Regulations.	Human Resources Management Department		2016

	25	Research environment; Stability and permanence of employment					
V	7	Good practice in research	2016	Development of good practices and providing technical solutions for research data protection	Vice-Chancellor for Information Technology Director of WCSS	Number of scientific institutions from Lower Silesia, archiving data or creating backup copies in WCSS.	2020
V			2016	Development of the Information Security Policy	Health and Safety Department		2019
V			2016	Updating the regulations on occupational health and safety	Health and Safety Department		2017
V			2016	Conducting risk assessment for missing job positions and updating documentation and risk assessment	Health and Safety Department		2019
V			2016	The amendment of documentation concerning the processing of personal data in Wrocław University of Science and Technology and also the introduction of uniform rules for the handling of proprietary information as confidential on the basis of agreements with third parties	Information Security Administrator	Number of persons authorised to process personal data to increase data security.	2019
V			2022	Development of a good practice document for research data management	Wrocław Centre for Networking and Supercomputing	Guidelines for a Data Management Plan	

	9	Public engagement	2022	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	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.	
			2022	The promotional campaign presenting scientists and scientific research carried out at WUST. A database of experts for contacts with the media.	Information and Promotion Department	(a) Number of films and popular science texts published. (b) Website.	
	10 34	Non-discrimination; Complaints/appeals	2022	Awareness-raising activities on discrimination, development of specific anti-discrimination procedures under which discriminatory behaviour is reported.	University Equality Policy Team	(a) Informative actions. (b) Updating and developing the Internet "equality page". (c) Awareness training for WUST employees. (d) Anti-discrimination procedures. (e) Monitoring the number of notifications to stop.dyskryminacja@pwr.edu.pl	

Block II. Recruitment

V	11	Evaluation/ appraisal systems	2016	Linking the system of employee assessment with the training policy and continuing professional development.	The team appointed by the Rector, Human Resources Management Department	Ratio % of staff attending training during the academic year - based on information from HR Assistants (inclusion of training received in the staff member's periodic appraisal).	2020
	11 29	Evaluation/ appraisal systems Value of mobility	2022	Taking into account the enhancement of professional competences of researchers, including the recognition of mobility as an assessment element in	Vice-Rector for Science, Science Department, International Relations Office	(a) A model questionnaire for the periodic evaluation of research staff, including activities that enhance professional competence. (b) The total number of internships and research stays outside the home university in relation to the number of researchers.	

				recruitment and in the periodic evaluation of staff.			
V	13	Recruitment (Code)	2016	Updating internal regulations on recruitment.	The team appointed by the Rector, Human Resources Management Department		2017
V	15	Transparency (Code)	2016	Development of university-wide procedures in the area of informing candidates about the strengths and weaknesses of their applications.			2017
	15	Transparency (Code); Recognition of mobility experience (Code); Recognition of qualifications (Code)	2022	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). Implementation of good practices when recruiting researchers; considering incorporate mobility aspects.	Vice-Rector for Organisation and Development, Human Resources Management Department, Science Department, Vice-Rector for Cooperation ECN Implementation Monitoring Team	(a) Set of procedures. (b) Set of forms.	
	18			Strengthening of the university's efforts to attract visiting professors (experienced researchers).			
	19						
V	16	Judging merit (Code)	2016	Dissemination of good practices for the use of different criteria regarding achievements and scientific output in the recruitment process	The team appointed by the Rector, Human Resources Management Department		2017

Block III. Working conditions and social security

	22	Recognition of the profession	2022	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	(a) Internal Regulations. (b) Internal regulation on rules for promotion from assistant to associate professor.	
	28	Career development	2022	Supporting the development of outstanding young scientists (R2) - especially Academia Iuvenum in various scientific disciplines.	Science Department	(a) Support for participation in conferences, research schools, internships and contacts with other centres. (b) Number of researchers benefiting from a dedicated training programme supporting the development of scientific excellence.	
V	23	Research environment	2018	Conducting occupational risk assessment for missing work posts and updating the documentation of occupational risk assessment.	Health and Safety Department	Ratio % of jobs without a risk assessment.	2020
			2022	We are continuing to carry out occupational risk assessments for the missing job positions.	Health and Safety Department	Ratio % of jobs for which a risk assessment has been carried out.	
				Development of a website in English.		Website.	
2022	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).				

	25	Stability and permanence of employment	2022	Creation of an English version of the "employee zone" website.	Human Resources Management Department	Website.	
	26	Funding and salaries		Monitoring the effectiveness of the Primus programme (salary incentive scheme for researchers).	Science Department	Ratio % of researchers who received incentive payments in relation to all researchers.	
				Monitoring the effectiveness of the Secundus programme (salary incentive scheme for researchers).		Ratio % of researchers who received incentive payments in relation to all researchers.	
	27	Gender balance		Activities aiming at balancing gender representation among all staff groups at the University.	University Equality Policy Team	(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.	
V	29	Value of mobility	2016	The creation of legislation regarding the recognition of the value of mobility in the process of evaluation and recruitment.	The team appointed by the Rector, Human Resources Management Department	Total number of internships and research stays outside the home university in relation to the number of researchers (an element of the periodic evaluation of the employee and the candidate in recruitment).	2017
	30	Access to career advice	2022	Training and career advice for researchers.	Career Office	(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.	
	32	Co-authorship	2022	Monitoring the development of early career researchers (R1-R2) as co-authors of papers, patents and research results independently of their supervisors.	Library of Wrocław University of Science and Technology	Number of young researchers (R1-R2) publishing independently of their supervisors.	
	33	Teaching		The monitoring of the effectiveness of the Tertius programme – reduction of the obligatory teaching hours due to the implementation of research projects.	Educational Department	Ratio % of researchers who received a reduction in the obligatory number of hours for leading research projects to all academic staff.	
V	34	Complaints/appeals	2016	Appointment of a mediator at the University.	Rector		2017
			2022	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 University of Science and Technology, Disciplinary Prosecutors for Academic Teachers, Disciplinary Prosecutor for Doctoral Students	Number of consultations and applications to the Mediator and the Disciplinary Prosecutor for Academic Teachers and for Doctoral Students.	
			2022		Vice-Rector for University	(a) A communication campaign among the University's employees aimed at consolidating	

					Organisation and Development, The Rector's Plenipotentiary for Counteracting Corruption	positive perceptions of notification activities and promoting an attitude of civic responsibility. (b) Information actions on the status and rights of the Signaller. (c) Number of reports per secure communication channel Sygnalista (whistleblower)	
Block IV. Training							
V	38	Continuing professional development	2016	Extending the thematic scope of trainings and courses for researchers.	Human Resources Management Department	Ratio of trainings in new thematic areas to the number of training courses delivered in an academic year - based on information from HR Assistants.	2019
V	39	Access to research training and continuous development	2016	Development and implementation of procedures in the area of organising and promoting trainings of research staff.	Human Resources Management Department	Ratio of participants to number of training and courses in an academic year - based on information from HR Assistants.	2018
			2022	Training in forms of communication, i.e. how to promote, popularise research and achievements.	Department of Humanities and Social Sciences (Faculty of Management)	Training in message formulation, self-presentation and media relations.	
			2022	Continuation of University-wide training organised under the Central Training Budget as needed, in line with ZW 50/2021.	Human Resources Department	Number of training courses organised.	
			2022	Conducting group training and individual consultations on intellectual property rights (issues of substantive law on intellectual	Intellectual Property and Patent Information Office	Number of training/consultation hours completed.	

	property, ways to protect creation, legal aspects of scientific collaboration and commercialisation).		
2022	Monitoring the number of training grants for researchers.	Human Resources Department	Number of grants awarded for language courses, postgraduate studies for researchers.
2022	Training for researchers – supporting staff in self-assessment and development in soft skills areas.	Career Office	(a) Number of employees benefiting from soft skills consultations. (b) Number of consultations held.
2022	Training for WUST research staff in international research cooperation, with particular emphasis on Horizon Europe (acquisition, implementation and accounting for HE projects).	Wrocław Centre for Technology Transfer	Number of training courses completed.
2022	Training for WUST research staff in international economic and innovation cooperation.		Number of training courses completed.
2022	Training for participants of the WUST Doctoral School in the commercialisation of research results, technology transfer and cooperation with the economy.		Number of completed training courses (at least 1 training course per year).
2022	Consultancy and training services for data management, computing	Wrocław Centre for Networking and Supercomputing	Number of consultation meetings, trainings and workshops.

				services, scientific software and cyber security.			
V	40	Supervision	2016	Preparation of a special package dedicated to recruited researchers containing information on the internal regulations in force at the University and the general principles of its operation.	Human Resources Management Department		2017



Action schedule 2022-2025

Nr	Responsible unit	2022												2023												2024												2025													
		II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	I	II	III												
CORRECTIVE ACTIONS																																																			
4	Professional attitude	Project Office																																																	
23	Research environment	Business Offer / Equipment Department																																																	
30	Access to career advice	Career Office																																																	
33	Teaching	Educational Department																																																	
SELF IMPROVEMENT ACTIONS																																																			
2	Ethical principles	Department of Humanities and Social Sciences / Information and Promotion Department																																																	
7	Good practice in research	Wrocław Centre for Networking and Supercomputing																																																	
9	Public engagement	Library of WUST																																																	
		Information and Promotion Department																																																	
10, 34	Non-discrimination; Complaints/appeals	University Equality Policy Team																																																	
11, 29	Evaluation/appraisal systems / Value of mobility	Science Department/International Relations Office																																																	
15, 18, 19	Transparency/Recognition of mobility experience/Recognition of qualifications	Vice-Rector for Organisation and Development/Human Resources Management Department/Science Department/Vice-Rector for Cooperation ECN Implementation Monitoring																																																	
		International Relations Office																																																	
22, 28	Recognition of the profession / Career development	Science Department/Human Resources Management Department																																																	
		Science Department																																																	
23	Research environment	Health and Safety Department																																																	
		Wrocław Centre for Networking and Supercomputing																																																	
25	Stability and permanence of employment	Human Resources Management Department																																																	
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Wrocław Centre for Networking and Supercomputing																																																			

Legend:
 Yellow means a short period
 Orange means a medium period
 Brown means a long period



ACCEPTANCE

The Rector of Wrocław University of Science and Technology, Prof. PhD Eng. Arkadiusz Wójs, accepts the elaborated HR Strategy (HRS4R) and the Action Plan 2022-2025 for Wrocław University of Science and Technology.



RECTOR



Prof. Arkadiusz Wójs

Wrocław. 23.02.2022

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Appendix 1.

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LINK EN: [The team monitoring the implementation of the European Strategy for Researchers at Wrocław Tech - Wrocław University of Science and Technology \(pwr.edu.pl\)](#)

Appendix 2. Presentation from the informative campaign

LINK PL: [Prezentacja programu PowerPoint \(pwr.edu.pl\)](#)

LINK EN: [Prezentacja programu PowerPoint \(pwr.edu.pl\)](#)