



WROCLAW UNIVERSITY
OF HEALTH AND SPORT
SCIENCES



HR EXCELLENCE IN RESEARCH

HR STRATEGY

FOR RESEARCHERS

**The implementation of the principles
of the European Charter for Reasearcher
and the code of conduct for the recruitment
of researchers at Wroclaw University
of Health and Sport Sciences**

1. INTRODUCTION

1.1 Historical background and present of the Academy of Wrocław University of Health and Sport Sciences

Wrocław University of Health and Sport Sciences was founded in 1946, initially as the Study of Physical Education at the Faculty of Medicine of Wrocław University. The co-founder, and at the same time the first rector, was Professor Andrzej Klisiecki, PhD. In 1950, the SWF was transformed into the Higher School of Physical Education, which in 1956 was granted permission to award master's degrees. In 1966 the School obtains the rights to confer the degree of Doctor of Physical Education, and in 1972 it is transformed into the Wrocław University of Health and Sport Sciences. The Faculty of Physical Education is established as early as 1953, and in 1975 a second faculty is created: tourism and recreation. In 1976, a faculty of physical rehabilitation was established within the Faculty of Physical Education, which in 1998 is transformed into the Faculty of Physiotherapy. In 1991, the University obtains the possibility of conferring the degree of Doctor of Physical Culture Sciences at the Faculty of Physical Education, and since 2011 also at the Faculty of Physiotherapy. In 2012, a third Faculty of Sport Sciences is established, which was transformed from the existing Institute of Sport. Since 2019, a Doctoral School has been operating within the structure of the University, which trains doctoral students in the fields of medical and health sciences, in the discipline of physical culture sciences.

In 2020, the Faculty of Physical Education and the Faculty of Sport Sciences were merged to form the Faculty of Physical Education and Sport.

As of 1 October 2022, Wrocław University of Health and Sport Sciences assumed the name “Akademia Wychowania Fizycznego im. Polskich Olimpijczyków we Wrocławiu”.

Currently, the University is located in the Olympic Stadium complex and in historic buildings on Witelona and Banacha streets. In addition, it has a sports and teaching centre in Olejnica. The centre hosts summer camps for the University's students, as well as various sports and recreational events.

The University consists of two faculties: Faculty of Physical Education and Sport and Faculty of Physiotherapy. At the Faculty of Physical Education and Sport, the education of students takes place in 3 faculties: Physical Education, Tourism and Recreation and Sport. The curriculum offer at the Faculty also includes Public Safety and Order and Kinesiology (studies conducted in English). At the Faculty of Physical Education and Sport, studies are conducted in the full-time and part-time system at two levels of study (Bachelor's, Master's). On the Faculty of Tourism and Recreation studies are conducted on the I and II degree studies in the full-time mode.

Departments belonging to the Faculty of Physical Education and Sport include: Department of Biological and Medical Foundations of Sport, Department of Biomechanics, Department of Biostructure, Department of Sports Didactics, Department of Physiology and Biochemistry, Department of Gymnastics, Department of Communication and Management, Department of Athletics, Department of School Physical Culture Methodology, Department of Human Motility, Department of Social Sciences, Department of Physical Culture Pedagogy, Department of Swimming, Department of Recreation, Department of Paralympic Sports, Department of Tourism, Department of Team Sports Games.

At the Faculty of Physiotherapy education is provided on 3 full-time study courses: physiotherapy as a unified Master's degree course, cosmetology first and second degree course and occupational therapy first degree course (Bachelor's degree). The cosmetology faculty also provides first-degree training in part-time studies.

The Faculty of Physiotherapy includes the Departments: Department of Human Biology, Department of Physiotherapy in Internal Diseases, Department of Physiotherapy in Motor Dysfunctions, Department of Physiotherapy in Therapeutic Medicine and Oncology, Department of Physiotherapy in Neurology and Paediatrics, Department of Kinesiology, Department of Kinesitherapy, Department of Massage and Physical Therapy, Department of Basics of Cosmetology, Department of Occupational Therapy.

At the Faculty of Physical Education and Sport on first- and second-cycle studies, students can choose a specialisation.

On the Faculty of Physical Education at first degree studies, students can choose one of 4 specialisations: School Sport, Fitness, Logorhythmics and Corrective and Compensatory Gymnastics, while on the second degree the specialisations offered are: Education and Rehabilitation of People with Intellectual Disabilities, Gerokinesiology and Management in Education.

In the field of tourism and recreation at first degree level, you can choose the specialisations: Trainer of recreational sports, Tourism venture organiser, Recreational venture organiser and Active tourism animator, while at second degree level the specialisations offered are: Leisure Services Manager and Tourism Services Manager.

In the Sport major at first degree level, students choose one of two teaching pathways: Coach or Sports Manager. In the second degree programme, 7 specialisations are offered: Coach, Motor Preparation Coach, Paralympic Sport, Business in Sport, Biological Renewal in Sport, Nutrition and Supplementation in Sport and State Internal Security.

The specialisations in the Public Security and Order programme at first degree level are Security Administration and Management in Institutions of the State Security System, and at second degree level Crisis Management and Civil Protection and Security Management.

In the first-degree studies in all faculties of the Faculty of Education and Sport, students can choose from instructor specialisations in: acrobatics, badminton, baseball, fitness-modern forms of gymnastics (aerobics), fitness and strength training, sports gymnastics, indoor football, judo, ju-jitsu, canoeing, karate, kitesurfing, korfbal, basketball, bodybuilding, athletics, cross-country skiing, downhill skiing, pilates, swimming, volleyball, football, handball, self-defence, beach volleyball, trampoline jumping, snowboarding, softball, sports shooting, dancing, tennis, table tennis, floorball, floorball, rock climbing, board sailing and yacht sailing. In addition, in the Physical Education major with a specialisation in School Sport, students pursue the subject Sports Instructor. In the second degree programme in Physical Education and Sport, students can choose from instructor specialisations in: acrobatics, badminton, baseball, sports gymnastics, recreational games, judo, ju-jitsu, canoeing, karate, kitesurfing, cycling, korfbal, basketball, bodybuilding, athletics, skating, mini handball, cross-country skiing, downhill skiing, wellness, pilates, volleyball, football, handball, beach handball, beach football, swimming, self-defence, beach volleyball, trampoline jumping, snowboarding, softball, shooting sports, dancing, tennis, table tennis, floorball, floorball, rock climbing, board sailing and yachting.

The University also has a Centre for the Staff Development (CDK), established in September 2002, where postgraduate studies are conducted, as well as coaching, instructor and other courses. The offer of the CDK is very wide, the postgraduate studies offered are: Physical Education for Teachers, Pedagogical-Psychological Preparation for the Teaching Profession, Corrective-Compensatory Gymnastics for Teachers, Psychosomatic Yoga Practices, Relaxation Techniques, Physical Education in Early Childhood and Pre-school Education, Biological Renewal, Sports Manager, Education for Safety, Physical Activity of Persons in Late Adulthood (Gerokinesiology), Manager of Tourism and Hotel Management. The Centre also hosts coaching courses, i.e. a Master Class Certified Coaching Course for all sports and a Handball Coach Course that allows you to apply for a B licence.

At the same time, the CDK offers courses for sports instructors in the following disciplines: tennis, table tennis, swimming, volleyball, basketball handball, football, bodybuilding, athletics, judo, badminton, and recreation instructor in the following disciplines: rock climbing, fitness and strength training, ballroom dancing, survival, snowboarding, self-defence, skiing, fitness, cross-country skiing, canoeing. The CDK also offers courses such as recreation educator, first aid course for teachers and wellness instructor. Since 2010, the University has had a University of the Third Age with 140 students. The University is an integral part of the academic community, and Senior Students have the opportunity to participate in university events, as well as those organised for them with the participation of students of Physical Education and Sport, Physiotherapy or Tourism and Recreation. The study cycle covers six semesters, i.e. three years, and participation in the cycle ends with the receipt of a commemorative diploma.

Graduates and employees of the University are members of many scientific societies, various social and political organisations, members of the Sejm and people who sit on many committees and opinion-forming bodies in higher education. To date, more than XX,000 graduates have completed their studies at the Wrocław University of Health and Sport Sciences. At the same time, XX professors of physical culture have been promoted at the University, as well as XX habilitated doctors and over 500 PhDs.

At the University, persons of particular merit for the development of Wrocław University of Health and Sport Sciences were awarded the highest academic distinction, the Doctor Honoris Causa AWF in Wrocław. This group included 18 persons: Primo Nebiolo, PhD (1998), prof. dr hab. Tadeusz Ulatowski (1998), prof. dr hab. Zbigniew Drozdowski, prof. Renee de Lubersac (1999), prof. dr Vladimir M. Zatsiorski (1999), prof. dr hab. Kazimierz Denek, prof. Robert M. Malina (2006), George E. Kilian (2006), prof. dr hab. inż. Tadeusz Luty (2007), prof. dr hab. Tadeusz Szulc (2009), prof. Krystyna Nazar (2010), Guang Yue, PhD (2010), prof. dr hab. Andrzej Wit (2012), prof. Peter Weinberg (2012), prof. dr hab. Krzysztof Klukowski (2013), prof. Claude-Louis Gallien (2014), prof. dr hab. Andrzej Bojarski (2016), prof. dr hab. Wiesław Osiński (2017), Andrzej Kraśnicki (2019), Sławomir Piechota (2022), prof. dr hab. Alojzy Z. Nowak (2022), prof. dr hab. Piotr Ponikowski (2023). Many famous coaches and athletes, medallists at the Olympic Games, World Championships or European Championships, have been, and still are, connected with the University. Former graduates of Wrocław University of Health and Sport Sciences include Olympic Games medallists: Zdzisław Antczak (handball 1976), Leszek Błażyński (boxing 1972, 1976), Wiesław Gawlikowski (shooting 1976), Franciszek Gąsienica-Groń (nordic combined 1956), Marek Gołąb (weightlifting 1968), Dariusz Goździak (modern pentathlon 1992), Józef Grudzień (boxing 1964, 1968), Józef Grzesiak (boxing 1964), Natalia Kaczmarek (athletics 2021), Małgorzata Książkiewicz (shooting 1992), Marek Łbik (canoeing 1988), Renata Mauer-Różańska (shooting 1996, 2000), Kazimierz Paździor (boxing 1960), Wiesław Rudkowski (boxing 1972), Paweł Skrzecz (boxing 1980), Andrzej Sokołowski (handball 1976), Leszek Swornowski (fencing 1980), Ryszard Szurkowski (cycling 1972, 1976), Józef Zapędzki (shooting 1968, 1972), Władysław Żmuda (football 1976).

Wrocław University of Health and Sport Sciences took an active part in the biggest sporting event in 2017, which was the Non-Olympic Sports Games - The World Games. The Rector of AWF Wrocław prof. Andrzej Rokita was part of the Honorary Committee. The University's facilities (the Camus Martius, the Sports Complex of the P-5 building and the Multipurpose Hall and Indoor Swimming Pool) were the venues for the disciplines at the Games, and students were actively involved in volunteering.

Wrocław University of Health and Sport Sciences is a highly regarded university in Poland. By educating staff at the highest level, as evidenced by its numerous national awards, it wants to improve the quality of life of Poles and raise their health through widely understood and

disseminated physical culture. Graduates have both the skills and knowledge necessary to work in specific structures of the State.

The University is also developing just as dynamically in terms of research. This is evidenced by numerous publications in journals from the Philadelphia A list, as well as grants awarded by the NCN (National Science Centre), NCBR (The National Centre for Research and Development) or the European Union. In terms of science and teaching, the University also cooperates with other Wrocław and national and international universities. In 2021-2022, the Faculty of Physical Education and Sport held programme evaluations of all faculties conducted at the University at the level of first-cycle studies of practical profile and second-cycle studies of general academic profile. All faculties received positive evaluations: tourism and recreation (Resolution No. 958/2021 of the Presidium of the Polish Accreditation Committee of 7 October 2021), physical education (Resolution No. 959/2021 of the Presidium of the Polish Accreditation Committee of 7 October 2021) and sport (Resolution No. 594/2022 of the Presidium of the Polish Accreditation Committee of 21 July 2022).

In 2023, the Faculty of Physiotherapy underwent a programme evaluation of the physiotherapy faculty, which was positively evaluated by the Commission (Resolution No. 709/2023 of the Presidium of the Polish Accreditation Commission of 7 September 2023).

Wrocław University of Health and Sport Sciences in the procedure of Evaluation of scientific activity for the years 2017-2021 was awarded category A.

The university also meets the European requirements for education in accordance with ECTS, and can therefore accept (and receives) numerous students from all EU countries. It also has an extensive ERASMUS mobility scheme, both for students and for research and teaching staff and administration.

The University has a thriving Publishing House, which publishes such periodicals as Academic Life - a journal for the academic community - and scientific journals - Human Movement, Physiotherapy Quarterly.

The university also has certified laboratories, which are affiliated within the Central Scientific and Research Laboratory. The Central Laboratory of the AWF in Wrocław is a scientific and research unit. Its task is to carry out scientific research of AWF Wrocław employees and students as part of their scientific (statutory) activity, to support the teaching process and to commercialise research. The Central Laboratory includes the following laboratories: the Effort Research Laboratory, the Biokinetics Laboratory, the Biomechanical Analysis Laboratory, the Ball Games Research Laboratory, the Research in Natural Environment Laboratory, the Research in Sport Laboratory, the Physiotherapy and Occupational Therapy Laboratory, the Functional Research in Internal Diseases Laboratory, the Research in Dysfunctions of the Motor Organ, the Kinesiology Laboratory and the Cosmetology Laboratory.

1.2 International cooperation of the Wrocław University of Health and Sport Sciences

Erasmus+ programme

Every year, there is a growing interest in the participation of staff and students in the Erasmus+ Programme. In the years 2019/2020 - 2020/2021, the number of outgoing and incoming students and staff decreased noticeably due to the COVID-19 pandemic and the initial ban and then numerous travel restrictions. From the academic year 2021/2022 onwards, students and staff at the university have the opportunity to travel as part of short-term placements and Blended Intensive Programmes (BIP).

Table 1 ERASMUS+ mobility - student and doctoral student mobility for the academic years 2017/2018 - 2022/2023

Type of mobility	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Student - long-term studies	41	38	42	10	27	11
Student – long-term traineeship	17	25	13	9	25	21
Total	58	63	45	19	52	32

Table 2. Mobility within the Erasmus+ Program – outgoing staff for the academic years 2017/2018 - 2022/2023

Type of mobility	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Staff - teaching	12	14	13	2	14	10
Staff - training	34	51	0	13	43	41
Total	46	65	13	15	57	51

Table 3. ERASMUS+ mobility – incoming student and doctoral student for the academic years
2017/2018 - 2022/2023

Type of mobility	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Student – studies	20	33	44	5	30	9
Student – BIP (Blended Intensive Programme)	n/d	n/d	n/d	n/d	n/d	17
Programme KA 171	n/d	n/d	n/d	n/d	n/d	8

Table 4. ERASMUS+ mobility – incoming staff in the academic years 2017/2018 - 2022/2023

Type of visit	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Staff - teaching	2	2	0	0	1	6
Staff - training	5	5	3	4	9	5
Total	7	7	3	4	10	11

International cooperation agreements

Employees and students of the University have the opportunity to cooperate with foreign research teams based on signed partnership agreements between the University and research centres from all over the world.

Between 2014 and 2020, the University had agreements with 82 partner universities from the countries of Belgium, Croatia, Cyprus, Czech Republic, Finland, France, Germany, Hungary, Italy, Latvia, Lithuania, Macedonia, Norway, Portugal, Romania, Slovakia, Turkey and Spain.

Due to the pandemic and the armed conflict in Ukraine, we currently have partnership agreements with 33 centres. The list of partner universities for 2022-2026 is available on the website and is currently being updated with newly signed partnership agreements. We currently have partnership agreements with universities from Croatia, Cyprus, the Czech Republic, France, Spain, Lithuania, Latvia, Norway, Portugal, Romania, Slovakia, Slovenia, Turkey, and Italy.

Project ‘Integrated programme of AWF Wrocław for Regional Development’ POWR.03.05.00-00-ZR65/18

Wrocław University of Health and Sport Sciences implemented the project ‘Integrated Programme AWF Wrocław for Regional Development’, which was co-financed by European Funds. The project was implemented within the framework of the Operational Programme Knowledge Education Development 2014-2022. The aim of the project was to increase competences corresponding to the needs of the economy, the labour market and society by full-time students of AWF Wrocław, to obtain the status of a doctoral graduate by minimum 5 doctoral students and to introduce organisational and technological changes to the educational process - in line with the assumptions of the Regional Innovation Strategy for the Lower Silesian Voivodeship 2011-2020.

One of the tasks carried out in the project - Task 1 - was to involve lecturers from abroad in the delivery of education programmes at AWF Wrocław. As part of the project, 24 lecturers from abroad provided classes for the University's students between 2019 and 2023.

Year	2019	2020	2021	2022	2023
Number of people	2	1	5	3	13
Country	USA, Denmark	USA	Iran, China, USA, Portugal, Italy	USA, Denmark	Spain, USA, Ukraine, Greece, Belgium, Finland, Portugal

University's presence on international information and communication portals

In order to support the mobility and career development of researchers who plan to enrich their career path with an international dimension, the University of Physical Education in Wrocław obtains information on grants and scholarships abroad. For the reason, it is present on the international information and communication portal EURAXESS Poland, which is part of a European network supporting the international mobility and career of researchers in Europe.

The University exists in a comprehensive directory of universities from all over the world on the moveonnet portal: <http://www.moveonnet.eu/>. The portal provides communication between partner institutions in international mobility activities.

Information about the University is disseminated on various information portals for Universities e.g. on the popular in Europe <https://www.studies-in-europe.eu>; <https://www.studies-in-poland.pl/>.

Wrocław University of Health and Sport Sciences is a member of the International Council for Sport and Physical Education, which aims to strengthen international cooperation in the field of sports science, physical education and physical activity.

Research staff at the University use social networks for researchers e.g.: the ResearchGate platform, which allows them to connect with other researchers in the world and disseminate their scientific achievements. Employees set up accounts on ResearcherID and ORCID (profiles that identify the researcher with the institution and publications). The university indexes the journals it publishes (Human Movement and Physiotherapy Quarterly) in international databases such as Sport Discus, Scopus, CAB Abstracts, Sponet, Altis, Global Health.

The university has its own website: <http://awf.wroc.pl/> . Since 1998, it has been available on Facebook: <https://www.facebook.com/awf.wroc/> and online YouTube: <https://www.youtube.com/user/awfwroclaw?feature=watch>, on Instagram and TikTok AWF Wrocław (@awf_wroclaw).

At the Wrocław University of Health and Sport Sciences, we know how important it is to create optimal and attractive working conditions, and for this reason, in terms of science, the University has set goals and development directions for 2021- 2030. These include:

1. Raising the social impact of the University's scientific achievements by publishing them in high impact journals.
2. Optimising sources of funding for scientific and research activities.
3. Strengthening the University's research image in the international environment.
4. Ensuring that the scientific potential has an impact on the economy.

Re 1. Increase the societal impact of the university's scientific achievements by publishing them in high impact journals.

- Creation of a scientific impact group (aim to double the number of research staff each year - up to 20% of number N).
- Increase of base salary by 20% for publication achievements for the best academic (highest number of papers in Q1 WoS).
- Payment of professorial scholarships.

- Reduction of teachers' working hours based on the value of the individual impact factor (IF) obtained.
- Development of the Central Laboratory.
- Identification of priority research directions.
- Allocation of no less than 5% of subventions for the implementation of scientific research.

Ad. 2. Optimisation of sources of financing scientific and research activities (increase in the number of external grants).

- Continuous training in preparation of grants.
- Creation of a unit to handle grants.
- Creation of research posts for managers of grants over 300 thousand PLN.
- Reduction of teaching working hours by 50% for grant managers below 300k.
- Reduction of the teaching working hours for research project contractors designated by the grant manager above PLN 1 million.
- Systematic organisation of internal grants for external grant applicants.
- Systematic organisation of internal apparatus grants.

Ad. 3. Strengthening the University's research image in the international environment.

- Employing, at least for a semester, foreign researchers of recognised standing in the community.
- Directing young academics to foreign research internships.
- Accepting foreigners into the Doctoral School.
- Organising classes in English in the Doctoral School.
- Introduction of university journals to PubMed and WoS Internationalisation of the editorial and scientific committee of journals.
- Establishment of expert profiles of researchers.
- Organising international scientific conferences.

Re 4. Providing opportunities for the scientific potential to influence the economy, in particular in the area of physical culture.

- Linking the Central Laboratory to the economy - contracts with economic entities.
- Payment of a minimum of 25% commission on proceeds after deduction of costs from commercialisation to employees whose research has been commercialised.
- Allocating 50% of commercialisation profits for the renewal of research apparatus.
- Creating spin-off and spin-out companies.

2. METHODOLOGY

2.1 Commencement of implementation work and appointment of the Implementation Team

In 2017, the College of Rectors and the Senate of the Wrocław University of Health and Sport Sciences expressed their support for the principles contained in the European Charter for Researchers and the Code of Conduct for the recruitment of researchers. In order for the University to obtain the logo "Human Resources Excellence in Research", the Rector Andrzej Rokita appointed, by Order No. 27/2017 of 16.05.2017, the Team for the implementation of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers at the Wrocław University of Health and Sport Sciences (as amended by the Rector's Order No. 66/2017 of 4 October 2017).

To ensure proper implementation of the principles of the Charter and the Code at the Wrocław University of Health and Sport Sciences, the team comprised representatives of academic and administrative staff responsible for the analysis and verification of legal regulations, procedures and practices, the development of a document describing the HR Strategy and Action Plan, and the promotion and communication of the developed documents at the University.

2.2 Awarding the Wrocław University of Health and Sport Sciences the HR Logo "Excellence in Research".

In 2018, the European Commission awarded the Wrocław University of Health and Sport Sciences the HR Logo "Excellence in Research". Since then, the principles of the Charter and the Code have been implemented at the University, and the effects of implementation are monitored by a Team established for this purpose.

The Team for monitoring the implementation of the principles of the European Charter for Researchers and the Code of Conduct in the recruitment of researchers at the Wrocław University of Health and Sport Sciences consists of persons appointed by the Rector's Order No. 48/2019 of 04.06.2019 as amended.

No.	First name, surname	University organisational unit
1	Prof. dr hab. Małgorzata Słowińska-Lisowska Chairman of the Team	Vice-Rector for Research and International Cooperation,
2	Prof. dr hab. Marek Woźniewski Vice-Chairman of the Team	Faculty of Physiotherapy
3	Dr hab. Jarosław Fugiel,	Faculty of Physical Education and Sport

	Team Coordinator	
4	Dr hab. Małgorzata Kołodziej, Eng. Team Secretary	Faculty of Physical Education and Sport
5	Sara Wawrzyniak, PhD	Faculty of Physical Education and Sport
6	Maciej Lachowicz, MA	Representative of doctoral students
7	Anna Kaźmierczak, MA	Head of Employee Affairs and Payroll Department
9	Krzysztof Grzegorzczak, M. Eng.	Vice-Chancellor for Information Technology and University Development
10	Edyta Pieniacka, PhD	University Promotion Office

Between 2018 and 2021, the Team monitored the effects of the designated corrective and self-improvement actions.

The tasks of the monitoring team include:

- assessing the effects of implementing the tasks contained in the „Action Plan” of the Charter and Code principles,
- analysis of legal regulations, procedures and practices applied at the University and assessment of their compliance with the provisions contained in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers,
- preparation of documentation and identification of areas requiring ongoing action regarding the adaptation of internal regulations to the requirements of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers,
- development of an action plan with a description of the actions to be taken in order to further implement the Charter and Code.

The Monitoring Group normally meets twice a year and the Monitoring Team Coordinator reports to the Rector on the implementation of the Action Plan. The aim of the Monitoring Team's activities is to strive to create an attractive and stimulating research environment at the University and to provide researchers with stable working conditions and professional development.

2.3 Information campaign

University staff and doctoral students were involved in the process of assessing the implementation of the principles of the Charter and the Code at the University by conducting a repeated information campaign in 2022. It was indicated that the University's website contains information on the award of the 'Human Resources Excellence in Research' logo by the European Commission to the Wrocław University of Health and Sport Sciences. The following tabs contain all the information about the Charter and Code, with an explanation of the purpose and benefits for the University and academics of having the HR 'Excellence in Research' logo. There is also information about the people who are part of the Team for monitoring the implementation at the University of the principles contained in the Charter and Code. Information on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers was sent to individual Departments by email. In addition to its informational nature, the campaign aimed to involve as many University research staff and doctoral students as possible in expressing their opinions after the period of implementation of the Charter and Code principles at the University on working conditions and professional development by completing a questionnaire as part of an ongoing survey. Completion of the questionnaire was voluntary and anonymous, and invitations to the study were extended to all academic and research and teaching staff of the University as well as doctoral students. Researchers at different career levels were able to participate in the survey: professors, post-doctoral fellows, PhDs, masters. The standard questionnaire of the survey contained 40 statements corresponding to the 40 guidelines of the Charter and Code and consisted of 4 thematic blocks, concerning:

- ethical and professional aspects,
- recruitment and evaluation,
- working conditions and social insurance,
- training.

Each question was accompanied by a 5-point Likert scale with the following answers:

- definitely yes,
- rather yes,
- rather no,
- definitely no,
- don't know.

In each question, it was necessary to mark one answer which was most consistent with the respondent's opinion on how well the Wrocław University of Health and Sport Sciences, met the criterion.

The survey was conducted via Google Forms. The survey ensured anonymity by not collecting data that could identify respondents.

The results of the survey were analysed quantitatively and qualitatively. Based on the collected data, a presentation was prepared showing the results of the survey with a breakdown of respondents' answers against the 40 statements that correspond to the 40 principles of the Charter and the Code. The presentation of the survey results, together with the developed Standard Table of Internal Analysis, were presented to the Team for Monitoring the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Wrocław University of Health and Sport Sciences. Critical issues requiring modification in terms of meeting the Charter and Code guidelines were discussed in detail and recorded for inclusion in the HR Strategy and Action Plan. Following the completion of the survey, e-mails were sent to the staff and doctoral students invited to participate in the study thanking them for completing the questionnaire and sharing their opinions on the issues raised in the questionnaire. It was noted that the information would contribute to setting directions for the development of the working environment of researchers at the Wrocław University of Health and Sport Sciences and would bring the University closer to achieving its goal of obtaining the 'Human Resources Excellence in Research' logo.

2.4 Internal analysis of the documentation

The standard internal analysis table available on the EURAXESS website was used for the current analysis. The analysis was conducted by comparing the guidelines contained in the Charter and the Code with the applicable national legal acts and internal regulations of the Wrocław University of Health and Sport Sciences. The principles of the analysis were discussed at meetings of the team for monitoring the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Wrocław University of Health and Sport Sciences and working groups. The initial analysis was carried out by individual organisational units of the university and was discussed during the team meeting. The collected material was included in the Internal Analysis Table, which included the relevant national legal acts and internal resolutions and regulations with a breakdown of the individual questions in the Charter and Code. The compliance of the national documents and the University's internal regulations was then verified. The analysis made was discussed at the team meeting and, on this basis, an updated HR Strategy and Action Plan was developed, defining the scope of corrective actions for the next period aimed at aligning the University's existing practices with the guidelines of the Charter and Code.

3. INTERNAL ANALYSIS

3.1 Analysis of legal acts, internal documents and practices in force at the University

Legend:

AWF - Wrocław University of Health and Sport Sciences

Doctoral student - participant of doctoral studies

PRF - Polish Rectors Foundation

CRASP - Conference of Rectors of Academic Schools in Poland

MNiSW - Ministry of Science and Higher Education

MPiPS - Ministry of Labour and Social Policy

MSWiA - Ministry of Interior and Administration

NCN - National Centre of Science

NCBiR - National Centre for Research and Development

PAN - Polish Academy of Sciences

RP - Republic of Poland

I. Ethical and professional aspects

1. Freedom of research

While working in research, any researcher should serve the welfare of mankind and attempt to expand scientific knowledge, at the same time exercising their right to free thought and free speech as well as enjoying the freedom of specifying methods for solving any problem according to recognised ethical principles and practices. However, a researcher should accept any limitation of such freedom resulting from certain conditions of scientific research (including scientific supervision/advising/management) or operational limits, e.g. from budgetary or infrastructural causes or, particularly in the industrial sector, from a necessity to protect intellectual property rights. Yet, such limitations should never contradict any recognised ethical principles and practices to be complied with by researchers.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Constitution of Poland 2. The Act - Law on Higher Education 3. The Act - Law on industrial property 4. The Act on Copyright and Related Rights 5. The Act on Database	The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute	No actions required	

<p>Protection</p> <p>6. The Act on Unfair Competition</p> <p>7. The Act on Public Finances</p> <p>8. The Act on Liability for Infringement of Discipline in Public Finances</p> <p>9. The Code of the National Science Centre pertaining to research integrity and applying for research funds accepted by the Resolution no. 20/2016 of the NSC Board</p> <p>10. The Code of Ethics for Academics accepted by the Resolution no. 10/2012 of the General Meeting of the PAS</p> <p>11. The Code - Good Practices in Higher Schools, CRASP PRF 2007</p> <p>12. Integrity in research and respecting intellectual property, MSHE 2012</p> <p>13. Recommendations of the Board of the National Science Centre pertaining to research with participation of human subjects, 2016</p> <p>15. The Ethical Code of the Foundation for the Polish Science</p> <p>16. Ethical Code of the Winners and Beneficiaries of the Foundation for the Polish Science adopted by the Resolution no. 62/2016 of the Board of the Foundation for the Polish Science dated 19/04/2016</p> <p>16. The Ethical Code of the National Research and Development Centre</p>	<p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of research results and development works at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialization of scientific research results</p> <p>The Rector's Disposition no. 36/2014 dated 7/07/2014 on spending expenditure of estimated value not exceeding the equivalent of EUR30,000 in PLN, and introduction of "The regulations on proceeding with spending financial means of value not exceeding the equivalent of EUR30,000 in PLN to which the provisions of the Act - Law on Public Procurement shall not be applied"</p> <p>The Rector's Disposition no. 27/2014 dated 27/05/2014 on the professional principles for research workshops and laboratories at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 27/2009 dated 17/09/2009 on protection of the University interests in situations related to recruitment of academic staff outside the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 1/2007 dated 25/01/2007 on principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p> <p>The Senate Resolution no. 9/2024 dated 29/02/2024 on the implementation of the Code of Ethics for Researchers at the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 68/2003 dated 4/11/2003 on adoption of the</p>		
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	Regulations of the Senate Commission for the Ethics of Scientific Research at the University School of Physical Education in Wrocław		
2. Ethical principles A researcher should comply with recognised ethical practices and fundamental ethical principles referring to disciplines being handled by him/her as well as ethical standards encompassed by domestic, sectoral or institutional ethical codes.			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Act - Law on Higher Education 2. The Code of the National Science Centre pertaining to research integrity and applying for research funds accepted by the Resolution no. 20/2016 of the NSC Board 3. The Code of Ethics for Academics accepted by the Resolution no. 10/2012 of the General Meeting of the PAS 4. The Code - Good Practices in Higher Schools, CRASP PRF 2007 5. Good academic practices in recruitment and in supervisor-subordinate relationships, MSHE 2014 6. Good practices in reviewing procedures in science, MSHE 2011 7. Integrity in research and respecting intellectual property, MSHE 2012 8. Recommendations of the Board of the National Science Centre pertaining to research with participation of human subjects, 2016 9. The Ethical Code of the National Research and Development Centre	The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030 The Senate Resolution no. 9/2024 dated 29/02/2024 on the implementation of the Code of Ethics for Researchers at the Wrocław University of Health and Sport Sciences The Senate Resolution no. 4/2018 dated 01/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of results of research and development works at the University School of Physical Education in Wrocław The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialisation of scientific research results The Senate Resolution no. 68/2003 dated 4/11/2003 on the adoption of the Regulations of the Senate Commission for the Ethics of Scientific Research at the University School of Physical Education in Wrocław	No actions required	

	<p>The Rector's Disposition no. 36/2014 dated 7/07/14 on spending expenditure of estimated value not exceeding the equivalent of EUR30,000 in PLN, and introduction of "The regulations on proceeding with spending financial means of value not exceeding the equivalent of EUR30,000 in PLN to which the provisions of the Act - Law on Public Procurement shall not be applied"</p> <p>The Senate Resolution no. 19/2015 dated 25/04/2015 on principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p> <p>The Rector's Disposition no. 15/2014 2/04/2014 on the procedure and the criteria for giving consent to undertaking or continuing additional employment relationship by the academic staff of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 51/2021 dated 30/06/2021 on introduction of the anti-plagiarism regulations specifying principles of operation of the System for Archiving Works at the University</p>		
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3. Professional accountability

Any researcher should make every effort to guarantee that their research will be significant for society and will not duplicate any research conducted previously and/or in other places. A researcher is forbidden to plagiarise in any form and must comply with the rules of respecting intellectual property and common property of data in case of any research conducted in cooperation with a supervisor/supervisors and/or any other researchers. A necessity to verify any new observations by proving that any experiment is repeatable shall not be recognised as plagiarism, provided that the data to be verified are clearly referred to. In case any other person receives any aspect of work a researcher should ensure that a person assigned to this task holds appropriate qualifications for its completion.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Penal Code Act 2. The Labour Code Act 3. The Code of Criminal Procedure Act 4. The Act - Law on Higher Education with implementing provisions 5. The Act - Law on industrial property 6. The Act on Copyright and	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020</p>	No actions required	

<p>Related Rights</p> <p>7. The Act on Database Protection</p> <p>8. The Act on Unfair Competition</p> <p>9. The Code of the National Science Centre pertaining to research integrity and applying for research funds accepted by the Resolution no. 20/2016 of the NSC Board</p> <p>10. The Code of Ethics for Academics accepted by the Resolution no. 10/2012 of the General Meeting of the PAS</p> <p>11. Good Practices in Higher Schools, CRASP PRF 2007</p> <p>12. Good practice in scientific research. Recommendations, the Panel for Ethics in Science at the Minister of Science, 2004</p> <p>13. Good academic practices in recruitment and in supervisor-subordinate relationships, MSHE 2014</p> <p>14. Integrity in scientific research and respecting intellectual property, MSHE 2012</p> <p>15. The Ethical Code of the Foundation for the Polish Science</p> <p>16. Ethical Code of the Winners and Beneficiaries of the Foundation for the Polish Science adopted by the Resolution no. 62/2016 of the Board of the Foundation for the Polish Science dated 19/04/2016</p> <p>17. The Ethical Code of the National Research and Development Centre</p>	<p>dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 9/2024 dated 29/02/2024 on the implementation of the Code of Ethics for Researchers at the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of research results and development works at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 68/2003 dated 4/11/2003 on adoption of the Regulations of the Senate Commission for the Ethics of Research at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of the Doctoral School at Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 23/2023 dated 27/04/2023 on the amendment to the Regulations of the Doctoral School at Wrocław University of Health and Sport Sciences</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:

The USPE introduced a system providing professional accountability. This system comprises of the Senate Disciplinary Commission for Academic Staff and Doctoral Students and the Senate Commission for Ethics of Scientific Research.

Representatives for Discrimination and Mobbing have been appointed at the University.

4. Professional approach

Any researcher should be familiar with strategic goals of his/her scientific environment and research financing mechanisms, and also obtain any permits necessary, before beginning any scientific research or being allowed to access any means provided. Should any delay, redefinition or completion of a research project occurs or should it be completed early or suspended due to a specific cause, a responsible researcher always notices his/her employer, funder or supervisor.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Act - Law on Higher Education 2. The Act on Public Finances 3. The Act on Liability for Infringement of Discipline in Public Finances 4. The Act on the National Science Centre 5. The Act on the National Research and Development Centre 6. The Code of the National Science Centre pertaining to research integrity and applying for research funds accepted by the Resolution no. 20/2016 of the NSC Board 7. Recommendations of the Board of the National Science Centre pertaining to research with participation of human subjects, 2016 8. Good practices in reviewing procedures in science, MSHE 2011 9. Integrity in research and respecting intellectual property, MSHE 2012	The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Rector's Disposition no. 27/2014 dated 27/05/2014 on the professional principles for research workshops and laboratories at the University The Senate Resolution no. 12/2017 dated 9/02/2017 on guidelines pertaining to distribution of financial means for sustaining research potential and conducting research beneficial to development of early-stage researchers and participants of doctoral studies The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030 The Rector's Disposition no. 16/2016 dated 19/04/2016 on introduction of the Instruction on the principles of performing internal audit at the University School of Physical Education in Wrocław The Rector's Disposition no. 42/2009 dated 24/11/2009 on introduction of the "Instruction of circulation of accounting documents" at the	No actions required	

	<p>University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 19/2015 dated 22/04/2015 on establishment of mark-up of indirect costs of scientific and research activities, from the 1st of January, 2015.</p> <p>The Senate Resolution no. 23/2023 dated 27/04/2023 on the amendment to the Regulations of the Doctoral School at Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of the Doctoral School at Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 64/2014 dated 5/12/2014 on Accountancy Policy</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 25/2018 dated 20/12/2018 on the implementation of the Regulations on incentive scholarships for students and doctoral students at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 46/2019 dated 16/09/2019 on changing the principles governing the application of 50% costs of income from the employment relationship at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 1/2017 dated 3/01/2017 on establishment of mark-up of indirect costs of scientific and research activities, from the 1st of January, 2017.</p> <p>The Rector's Disposition no. 112/2016 dated 22/12/2016 on introduction of the Regulations of applying for financing scientific projects by external sources and preparing appropriate project performance reports</p> <p>The Rector's Disposition no. 15/2017 dated 28/02/2017 on introduction of the measurement price list by external</p>		
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	<p>customers at the Central Research Laboratory</p> <p>The Rector's Disposition no. 17/2017 dated 28/02/2017 on introduction of principles for settlement of services provided by the Central Research Laboratory</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>The schedule includes carrying out training sessions pertaining to practical knowledge and skills needed for preparation of grant applications. These will be completed for the purpose of supporting potential applicants in preparation of a scientific project.</p>			
<p>5. Obligations due to a contract or legal regulations</p> <p>Any researcher, at any stage of his/her professional career, must be familiar with domestic, sectoral and institutional regulations governing conditions of training and/or work. These include provisions pertaining to intellectual property rights as well as requirements and conditions posed by potential sponsors or funders, notwithstanding the contract's nature. A researcher should comply with all such regulations, delivering required research results (such as doctoral thesis or habilitated doctor thesis, publications, patents, reports, preparation of new products etc.) which are specified in the contract terms or an equivalent document.</p>			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act - Law on industrial property 3. The Act on Copyright and Related Rights 4. The Act on Database Protection 5. The Act - Civil Code 	<p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of research results and development works at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 28/2021 dated 29/04/2021 on the implementation of the Regulations of applying for financing scientific projects by external sources and preparing reports on their implementation</p> <p>The Rector's Disposition no. 55/2021 dated 28/07/2021 on the implementation of the Regulations of granting an increase in the doctoral scholarship from a specific subsidy to co-finance pro-quality tasks</p> <p>The Rector's Disposition no. 7/2020 dated 22/01/2020 on the implementation of the Regulations of the implementation and settlement of research projects selected for co-financing in the competition announced in the the Rector's Disposition no.</p>	No actions required	

	<p>61/2029 dated 18/07/2019 on co-financing of scientific research from the funds of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 61/2029 dated 18/07/2019 on co-financing of scientific research from the funds of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 36/2014 dated 7/07/2014 on spending expenditure of estimated value not exceeding the equivalent of EUR30,000 in PLN, and introduction of "The regulations on proceeding with spending financial means of value not exceeding the equivalent of EUR30,000 in PLN to which the provisions of the Act - Law on Public Procurement shall not be applied"</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 120/2022 dated 01/12/2022 on the changes to the content of the Regulations on benefits for students and doctoral students of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 81/2022</p>		
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	<p>dated 25/08/2022 on the changes to the content of the Regulations of the Company Social Benefits Fund of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 54/2015 dated 23/11/2015 on appointment of the University Science Coordinator, the University Education Coordinator and the POL-on System Administrator</p> <p>The Rector's Disposition no. 51/2015 dated 16/11/2015 on introduction of the Instruction of filling in data in the Integrated System of Information on Science and Higher Education -POL-on</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:

Classes pertaining to preparation of research projects and protection of intellectual property are being conducted at doctoral studies. Employees have the opportunity to participate in training related to preparation of scientific grants.

6. Responsibility

A researcher should be aware that he/she is responsible against his/her employer, funder or any other relevant public or private organ, and also in front of the society, for ethical reasons. In particular, a researcher being financed by public funds is also responsible for effective use of the financial means of taxpayers. Therefore, a researcher should always comply with the principles of thorough, transparent and effective management of funds and cooperate with any and all organs authorised to control scientific research, whether such control is initiated by employers/funders or by ethical commissions. The data collection methods and analyses, results and detailed data, if necessary, should always be available for the purpose of internal and external control, if necessary, and according to a request of appropriate authority.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act on Principles of Financing Science 3. The Act on Public Finances 4. The Act on Liability for Infringement of Discipline in Public Finances 5. The Act dated 30/04/2010 on the National Science Centre 6. The Act dated 30/04/2010 on the National Research and Development Centre 	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/23 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 10/2023 dated 06/02/2023 on the principles of delegation and reimbursement of employees' business travel expenses of the Wrocław University of Health and</p>	No actions required	

<p>7. The Regulation of the Minister of Labour and Social Policy dated 29/01/2013 on allowances due to a person employed in a government or local self-government budgetary unit due to his/her professional travel</p> <p>8. The Regulation of the Minister of Science and Higher Education dated 11/09/2015 on the method of determining the amount of subsidy and settlement of financial means for maintaining research potential and for scientific research or development works and any related tasks, beneficial to development of early-stage researchers and participants of doctoral studies</p> <p>9. Directions of development of open access to publications and results of research in Poland, MSHE 23/10/2015</p>	<p>Sport Sciences</p> <p>The Rector's Disposition no. 63/2022 dated 21/06/2022 on changing content of the disposition on the principles of delegation and reimbursement of employees' business travel expenses of the University School of Physical Education in Wrocław and the principles of reimbursement of travel costs for students, doctoral students and other persons who are not employees of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 32/2019 dated 30/04/2019 on the principles of delegation and reimbursement of employees' business travel expenses of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 16/2016 dated 19/04/2016 on introduction of the Instruction on the principles of performing internal audit at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 64/2014 dated 5/12/2014 on Accountancy Policy</p> <p>The Rector's Disposition no. 63/2014 dated 5/12/2014 on the Instruction of Cost Recording and Settlement</p> <p>The Rector's Disposition no. 74/2013 dated 12/12/2013 on the Office Instruction and the List of Records of the Univ. School of Physical Education</p> <p>The Senate Resolution no. 50/2017 dated 14/09/2017 on introduction of the principles of Open Access Policy at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 54/2015 dated 23/11/2015 on appointment of the University Science Coordinator, the University Education Coordinator and the POL-on System Administrator</p>		
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7. Good practice principles in scientific research

Any researcher should always use safe methods to perform his/her professional duties according to domestic regulations, i.e. among other things, use all necessary precautions with respect to health and safety as well as recovery of data lost due to computer system failures by e.g. preparing suitable strategy for establishing backups. He/she should also be familiar with applicable provisions of domestic laws pertaining to

requirements related to data protection and confidentiality as well as undertake any means necessary in order to comply with such laws.			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code together with implementing provisions in the field of Health and Safety 2. The Act on Fire Protection Measures 4. The Act on Personal Data Protection 5. The Act on Chemical Substances and their Mixtures 6. The Act on Protection of Confidential Information 7. The Act on Database Protection 8. Integrity in research and respecting intellectual property, MSHE 2012 9. Good practices in reviewing procedures in science, MSHE 2011 10. The Act on Computerisation of Entities Providing Public Services 11. The Regulation of the Minister of Internal Affairs and Administration dated 29/04/2004 on documentation of personal data processing and technical and organisational conditions which should be fulfilled by computer devices and systems used for personal data processing 12. The Regulation of the Council of Ministers dated 12/04/2012 on the National Interoperability Framework, minimum requirements for public registers and exchange of	The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences The Rector's Disposition no. 20/2008 dated 18/08/2008 on the principles of admitting personal protection equipment and working clothes and shoes to the University employees as well as lump sum payments for washing working clothes The Rector's Disposition no. 22/2017 dated 14/03/2017 on the Safety Policy and the instruction of managing IT systems used for personal data protection The Rector's Disposition no. 23/2018 dated 09/03/2018 on organisation of Civil Defence and calling for service at the University Civil Defence Units and admitting new organisational assignments The Rector's Disposition no. 18/2017 dated 3/03/2017 on formation of the Commission for revision of confidential documents and inspection of records and their circulation at the University School of Physical Education in Wrocław The Rector's Disposition no. 106/2022	No actions required	

<p>information in electronic form and minimum requirements for data communications systems</p> <p>13. The Regulation of the MSHE on Health and Safety at Higher Schools</p> <p>14. The Regulation of the MLSP on general H&S provisions</p>	<p>dated 25/10/2022 on the change of the Organisational Regulations of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 93/2022 dated 30/09/22 on the implementation of the Organisational Regulations of the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of research results and development works at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialisation of scientific research results</p> <p>The Rector's Disposition no. 54/2017 dated 12/09/2017 on training in the scope of Health and Safety for the employees of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 53/2017 dated 12/09/2017 on training in the scope of Health and Safety for the first-year students of first-tier studies, second-tier studies, uniform Master studies and doctoral studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 22/2017 dated 14/03/2017 on the Safety Policy and the instruction of managing IT systems used for personal data protection</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:

The University organises periodic training in the scope of Health and Safety for all employees. The ISO system for computer data safety has been implemented:

http://awf.wroc.pl/pl/article/1584/1608/Sprawy_informatyczne_i_obliczenia_statystyczne/

8. Popularisation and use of results

According to provisions included in the contract each researcher should ensure that his/her results are popularised and used, e.g. announced or provided to other scientific environments or commercialised in applicable cases. In particular, senior research staff is expected to take initiative in ensuring that scientific research is prolific, and its results are used commercially and/or made available to the society at each arising opportunity.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Act - Law on Higher Education 2. The Act on the National Science Centre 3. The Act on the National Research and Development Centre 4. The Act - Law on industrial property 5. The Act on Copyright and Related Rights 6. The Act on Database Protection 7. The Act on Access to Public Information 8. Directions of development of open access to publications and results of research in Poland, MSHE 23/10/2015	The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of research results and development works at the University School of Physical Education in Wrocław The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialisation of scientific research results The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030 The Rector's Disposition no. 27/2014 dated 27/05/2014 on the professional principles for research workshops and laboratories at the USPE The Senate Resolution no. 27/2009 dated 17/09/2009 on protection of the University interests in situations related to recruitment of academic staff outside the USPE The Senate Resolution no. 50/2017 dated 14/09/2017 on introduction of the principles of Open Access Policy at the University School of Physical Education in Wrocław The Senate Resolution no. 12/2020 dated 26/05/2020 on the opinion of the content of the Regulations of Central Library	No actions required	
Additional good practices applied at the University School of Physical Education in Wrocław: The USPE cooperates with the Office of Cooperation with Higher Schools (<i>Biuro Współpracy z Uczelniami Wyższymi</i>) of the Wrocław Municipal Office. Students present their works during the "Wrocławska Magnolia" contests organised by the Municipal Office while academic staff may apply for presenting projects during the "Mozart" contest. Research results are made available at the Lower Silesia Science Festival and at the Children University and the University of the Third Age.			
9. Social commitment A researcher should ensure that his/her research is presented to the society in such manner that it is comprehensible for persons not included to experts, thus raising public understanding of science. Direct dialog with the society helps researchers to gain better understanding of the society's interest in scientific and technological priorities as well as its potential concerns.			

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act on Access to Public Information 3. Press Law 4. ECHE provisions (Erasmus University Charter for Higher Education) 5. Directions of development of open access to publications and results of research in Poland, MSHE 23/10/2015 	<p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of research results and development works at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialization of scientific research results</p> <p>The Rector's Disposition no. 27/2014 dated 27/05/2014 on the professional principles for research workshops and laboratories at the USPE</p> <p>The Senate Resolution no. 12/2020 dated 26/05/2020 on the opinion of the content of the Regulations of Central Library</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 50/2017 dated 14/09/2017 on introduction of the principles of Open Access Policy at the University School of Physical Education in Wrocław</p>	No actions required	
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <ul style="list-style-type: none"> - The University cooperated with the Children University. Academic staff conducts classes used popularising science among the youngest ones. - As a part of the Young Explorer University program, organised by the MSHE, projects of classes for children used for popularising science are being submitted. - The University participates in: the Lower Silesia Science Festival http://www.festiwal.wroc.pl/storage/file/dlaorganizatorow/Regulamin%20DFN.pdf, - TARED Education Fair, and cooperates with the Office of Cooperation with Higher Schools (<i>Biuro Współpracy z Uczelniami Wyższymi</i>) of the Wrocław Municipal Office in the scope of contests for employees and students: "Mozart" and "Wrocławska Magnolia". - The academic staff conducts lectures popularising science at the Third Age University, senior citizen clubs, sports associations and clubs, at the meetings with Wrocław residents, and is being interviewed by radio and television. 			
<p>10. Non-discrimination principle</p> <p>Funders and/or employers shall not discriminate researchers, in any manner, due to their gender, age, ethnic, national or social origin, religion or denomination, sexual orientation, used language, disability, political views or social or material status.</p>			

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Labour Code with implementing provisions 2. The Act - Law on Higher Education with implementing provisions 3. The Code of Ethics for Academics accepted by the Resolution no. 10/2012 of the General Meeting of the PAS 4. The Code - Good Practices in Higher Schools, CRASP PRF 2007 5. Integrity in research and respecting intellectual property, MSHE 2012 6. The Ethical Code of the Foundation for the Polish Science 7. Ethical Code of the Winners and Beneficiaries of the Foundation for the Polish Science adopted by the Resolution no. 62/2016 of the Board of the Foundation for the Polish Science dated 19/04/2016 8. The Code of the National Science Centre pertaining to research integrity and applying for research funds accepted by the Resolution no. 20/2016 of the NSC Board 9. The Ethical Code of the National Research and Development Centre 10. Directive 2006/54/EC of the European Parliament and the Council dated 5/07/2006 on the implementation of the principle of equal opportunities and equal 	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 9/2024 dated 29/02/2024 on the implementation of the Code of Ethics for Researchers at the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 68/2003 dated 4/11/2003 on adoption of the Regulations of the Senate Commission for the Ethics of Scientific Research at the University School of Physical Education in Wrocław</p>	<p>No actions required</p>	

treatment of men and women in matters of employment and occupation			
11. Employee evaluation systems <p>Funders and/or employers should introduce, for all researchers, including senior research staff, employee evaluation systems used for regular evaluation of their professional performance to be conducted in transparent manner by an independent commission (in case of senior academic staff, rather an international one). Such procedures providing evaluations of employees should appropriately take into account scientific creativity and research results, such as publications, patents, scientific research management, teaching/lecturing, scientific supervision, advising, domestic or international cooperation, administrative duties, activities related to raising scientific awareness of the society, and mobility; such procedures also need to be taken into account with respect to professional development.</p>			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Act - Law on Higher Education with implementing provisions 2. The Regulation of the MSHE dated 27/10/2015 on the criteria and mode of admitting scientific category to scientific units 3. The position of the Scientific Policy Committee in the scope of scientific excellence indices, Warsaw, 29/09/2014	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 47/2021 dated 16/12/2021 on the regulations for admitting Rector's awards to academic staff and a scientific award to early-stage academic staff at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the</p>	No actions required	

	<p>academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 25/2020 dated 25/06/2022 on the changes in the principles for changing employment groups, renaming academic teachers in the group of teaching staff and professional promotions of academic teachers at the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 21/2015 dated 26/03/2015 on evaluation of academic staff with part-time employment</p> <p>The Senate Resolution no. 27/2013 dated 27/06/2013 on adoption of the Regulations of admitting the medal: “Zasłużony dla Akademii Wychowania Fizycznego we Wrocławiu”</p> <p>The Senate Resolution no. 63/2005 dated 22/12/2005 on establishment of the distinction: “Laur Akademii Wychowania Fizycznego we Wrocławiu” and confirmation of its admitting regulations</p> <p>The Senate Resolution no. 31/2018 dated 20/12/2018 on the implementation of the principles for reducing the teaching salary for academic teachers publishing papers in journals with IF</p> <p>The Rector’s Disposition no. 117/2022 dated 29/11/2022 on the registration of the publication achievements of employees and doctoral students of the Wrocław University of Health and Sport Sciences</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>The following commissions have been formed: evaluation commission, disciplinary commission, appealing commission for employees and doctoral students.</p> <p>Employees given the best evaluation during the evaluation period are awarded with the Rector’s awards and distinctions.</p>			

II. Recruitment and assessment

12. Recruitment

Employers and/or funders should ensure that researcher employment standards, particularly at the initial stage of professional career, are clearly specified, and also should facilitate access to groups in more difficult position or researchers returning to pursue scientific career, including academic staff (at every stage of education system) returning to pursue scientific career. Employers and/or funders of researchers should comply with the principles specified in the Code of Conduct for the Recruitment of Researchers during appointing or recruiting researchers.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education 3. The Regulation of the MSHE dated 19/08/2015 on nostrification of foreign higher university diplomas and on confirmation of completion of higher studies at specified education level 4. The Regulation of the MSHE dated 8/08/2011 on nostrification of foreign scientific degrees and art degrees 5. The Regulation of MLSP on the mode and conditions governing admitting work permits to foreigners	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/2022 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p> <p>The Rector's Disposition no. 15/2014 dated 2/04/2014 on the procedure and the criteria for giving consent to undertaking or continuing additional employment relationship by the academic staff of the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 1/2007 dated 25/01/2007 on the principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p>	No actions required	

13. Recruitment (The Code)

Employers and/or funders should establish open, effective, and transparent recruitment procedures which provide support, are comparable at the international stage, and adjusted to the job being offered. Job availability announcements should include a detailed description of required knowledge and qualifications

and omit any redundant specialist wording to avoid discouraging potential candidates. Such job announcement should also include description of occupational conditions and entitlements, including prospects of professional development. Moreover, such potential employer should also realistically estimate time period from placing the announcement on available job or invitation to apply for the job and the final term for submitting applications.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Labour Code 2. The Act - Law on Higher Education 3. The Regulation of the MSHE dated 19/08/2015 on nostrification of foreign higher university diplomas and on confirmation of completion of higher studies at specified education level 4. The Regulation of the MSHE on nostrification of foreign scientific degrees and art degrees 5. The Regulation of MLSP on the mode and conditions governing admitting work permits to foreigners 6. The Regulation of the MSHE on conditions of remuneration and admitting additional job benefits to persons employed by a public higher school 	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p> <p>The Rector's Disposition no. 15/2014 dated 2/04/2014 on the procedure and the criteria for giving consent to undertaking or continuing additional employment relationship by the academic staff of the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 1/2007 dated 25/01/2007 on the principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p>	No actions required	

14. Staff selection (The Code)

Candidate selection commissions should represent various experiences and qualifications in terms of their composition as well as show suitable gender balance and, if necessary and possible, be composed of members of different fields (within public and private sector) and disciplines, including persons from foreign countries and possessing sufficient experience enabling them to evaluate candidates. To the extent possible, it is preferable to use a wide range of practices for candidate selection, e.g. an evaluation by an external expert and direct interview with potential candidates. The members of the candidate selection panel should be appropriately trained.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education 3. The Regulation of the MSHE dated 19/08/2015 on nostrification of foreign higher university diplomas and on confirmation of completion of higher studies at specified education level 4. The Regulation of the MSHE dated 8/08/2011 on nostrification of foreign scientific degrees and art degrees 5. The Regulation of MLSP on the mode and conditions governing admitting work permits to foreigners 6. The Regulation of the MSHE on conditions of remuneration and admitting additional job benefits to persons employed by a public higher school	The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030 The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups	No actions required	
15. Transparency (The Code) Before any candidate is chosen, they should be informed about the recruitment process and selection criteria, the number of available jobs and prospects of professional development. Once the candidate selection process is complete, they should also be informed of strengths and weaknesses of their job applications.			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education	The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the	No actions required	

	<p>Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p>		
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16. Merit assessment (The Code)

During the staff selection process, an entire experience of potential candidate must be taken into account. Apart from the assessment of general scientific potential, their creativity and independence level should also be considered as important factors. In other words, merit assessment should be conducted with due regard to qualitative and quantitative aspects, focusing on more than mere number of publications, namely any outstanding results achieved in the course of varied scientific career. Consequently, the significance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, scientific supervision, teamwork, knowledge transfer, scientific research management and activities related to innovations and raising scientific awareness in the society. In case of candidates experience in the industrial sector, their contribution to patents, compilations or inventions should be particularly examined.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<p>1. The Labour Code</p> <p>2. The Act - Law on Higher Education</p> <p>3. The position of the Scientific Policy Committee in the scope of scientific excellence indices, Warsaw, 29/09/2014</p>	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p>	<p>The activities will be extended in terms of: analysing the relevance of the new merit-based employee appraisal sheet in quantitative and qualitative terms.</p>	<p>1 year</p> <p>Department of Payroll and Employee Affairs</p> <p>Legal Department,</p> <p>The Senate,</p> <p>The University Promotion Office,</p> <p>Deans, Department Managers</p>

	The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław		
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17. Deviations from chronological order in CV (The Code)

Any gaps in professional career or deviation from chronological order in one's CV should not be criticised, but rather perceived as a career evolution, and consequently a potentially valuable contribution to professional development of researchers pursuing multidimensional career path. Due to the above, candidates should be allowed to file CVs supported with evidence reflecting a representative range of achievements and qualifications significant with respect to the job being offered.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education	The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030	No actions required	

18. Recognition of experience in the scope of mobility (The Code)

Any experiences in the scope of mobility, such as residence in another country/region or different scientific environment (in public or private sector) or a change of scientific discipline or sector as a part of preliminary scientific training or at a later stage of scientific career or any experience in the scope of virtual mobility should be perceived as valuable contribution to professional development of any researcher.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education 3. ECHE provisions (Erasmus University Charter for Higher Education) 4. The Regulation of the Minister of Science and Higher Education dated 27/10/2015 on the criteria and mode	The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the	No actions required	

of admitting scientific category to scientific units 5. The Regulation of the MSHE dated 12/10/2006 on conditions governing referring persons to work abroad for research, didactic and training purposes as well as specific entitlements of such persons 6. The position of the Scientific Policy Committee in the scope of scientific excellence indices, Warsaw, 29/09/2014	Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030 The Senate Resolution no. 48/2017 dated 14/09/2017 on the regulations of referring employees and doctoral students of the USPE in Wrocław to work abroad for research, didactic and training purposes The Senate Resolution no. 3/2022 dated 26/10/2017 on the implementation of the Regulations on organization and implementation for Erasmus+ Program Mobilities in the years 2021-2027		
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Additional good practices applied at the University School of Physical Education in Wrocław:

Periodic evaluation of employees assumes admitting additional points for training and/or practices in other science and research centres.

19. Recognition of qualifications (The Code)

Funders and/or employers should ensure appropriate assessment of academic and professional qualifications, including informal qualifications, to all researchers, particularly in terms of international and professional mobility. They should inform each other, by any communication means available, about principles, procedures and standards specifying recognition of such qualifications and fully understand such documents in order to appropriately employ applicable domestic laws, conventions and specified principles for recognising such qualifications.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Act - Law on Higher Education with implementing provisions 2. The Act on scientific degrees and scientific titles and art degrees and art titles with implementing provisions 3. The Regulation of the MSHE on assessment criteria applied to achievements of a person applying for the habilitated doctor (<i>doktor habilitowany</i>) degree 4. The Regulation of the MSHE on detailed mode and conditions of activities performed	The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030 The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching	No actions required	

<p>during a doctoral program, habilitation proceedings and proceedings for conferring the title of professor</p> <p>5. The International Exchange Department of the MSHE, the guide: http://www.nauka.gov.pl/uznawanie-wykształcenia/dla-uczelni.html and the guide http://www.nauka.gov.pl/uznawanie-kwalifikacji-zawodowych/</p> <p>6. The Act of 22/12/2015 on the principles of recognition of professional qualifications acquired in the Member States of the European Community</p> <p>7. The Regulation of the MSHE dated 19/08/2015 on nostrification of foreign higher university diplomas and on confirmation of completion of higher studies at specified education level</p> <p>8. The Regulation of the MSHE dated 8/08/2011 on nostrification of foreign scientific degrees and art degrees</p> <p>9. The Regulation of the MSHE dated 12/10/2006 on conditions governing referring persons to work abroad for research, didactic and training purposes as well as specific entitlements of such persons</p> <p>10. The position of the Scientific Policy Committee in the scope of scientific excellence indices, Warsaw, 29/09/2014</p>	<p>groups</p> <p>The Rector's Disposition no. 15/2014 dated 2/04/2014 on the procedure and the criteria for giving consent to undertaking or continuing additional employment relationship by the academic staff of the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 1/2007 dated 25/01/2007 on principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p>		
Additional good practices applied at the University School of Physical Education in Wrocław:			

Evaluations of research staff and decisions pertaining to professional promotions take into account scientific practices attended in academic or research centres.

The job availability announcements for research staff are published at the websites of the University, the MSHE, and the European Commission at the EURAXESS portal.

20. Professional experience (The Code)

Required qualification level should also correspond to the job requirements and should not constitute any limitation against accepting a potential candidate. Recognition and assessment of qualification should focus more on evaluation of the candidate's achievements than his/her circumstances or reputation gained in the institution where he/she obtained the aforementioned qualifications. As professional qualifications may be easily obtained in early stage of a potentially long scientific career, the entire life of a candidate, in terms of his/her professional development, needs to be appropriately recognised.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education with implementing provisions	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p> <p>The Rector's Disposition no. 15/2014 dated 2/04/2014 on the procedure and the criteria for giving consent to undertaking or continuing additional employment relationship by the academic staff of the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 1/2007 dated 25/01/2007 on the principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p>	No actions required	

21. Position for an employee with a doctoral degree

Institutions appointing researchers with doctoral degrees should determine clear principles and definite instructions in the scope of recruitment and appointment of researchers with doctoral degrees, including

maximum period of holding such position and appointment purposes. Such guidelines should take into account any period of holding any previous positions as a researcher with a doctoral degree in other institutions and consider the fact that a status of an employee with a doctoral degree is a transitional one so to provide additional opportunities of development of scientific career in terms of long-term development prospect.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education with implementing provisions 3. The Act on scientific degrees and scientific titles and art degrees and art titles with implementing provisions 4. The Regulation of the MSHE on assessment criteria applied to achievements of a person applying for the habilitated doctor (<i>doktor habilitowany</i>) degree 5. The position of the Scientific Policy Committee in the scope of scientific excellence indices, Warsaw, 29/09/2014	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p> <p>The Senate Resolution no. 1/2007 dated 25/01/2007 on principles for engaging in employment relationship with academic staff to be employed by the USPE in Wrocław as an additional employer</p> <p>The Rector's Disposition no. 15/2014 dated 2/04/2014 on the procedure and the criteria for giving consent to undertaking or continuing additional employment relationship by the academic staff of the University School of Physical Education in Wrocław</p>	No actions required	

III. Occupational conditions and social insurance

22. Recognition of the profession

All researchers who decided to choose a scientific career should be recognised as professionals and treated according to this fact. It should happen at the moment such scientific career is at the beginning, i.e. at the doctoral studies level, and should refer to all levels, notwithstanding their classification at domestic level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act on scientific degrees and scientific titles and art degrees and art titles with implementing provisions 3. The Act on the principles of recognition of professional qualifications acquired in the Member States of the European Community with implementing provisions 4. The Regulation of the MSHE on assessment criteria applied to achievements of a person applying for the habilitated doctor (<i>doktor habilitowany</i>) degree 	<p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2012 on changing the text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on the adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p>	No actions required	
23. Scientific research environment <p>Employers and/or funder of researchers should ensure that local environment of research or training is as stimulating as possible, comprises appropriate equipment, objects and opportunities, including remote cooperation by research networks, and also should comply with domestic and sectoral Health and Safety regulations. Funders shall provide suitable means for support of agreed program of works.</p>			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Labour Code with implementing provisions 2. The Act - Law on Higher Education with implementing provisions 3. The Act on Financing Science 4. The Act on Fire Protection Measures 5. The Act on Occupational Medicine 6. The Act on preventing and combating infections and infectious diseases among 	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to</p>	No actions required	

<p>people</p> <p>7. The Act on Chemical Substances and their Mixtures</p> <p>9. The Regulation of MLSP on general H&S provisions</p> <p>10. The Regulation of the Minister of Infrastructure on technical conditions which should be fulfilled by buildings and their orientation</p>	<p>the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2012 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 120/2022 dated 01/12/2022 on the changes to the content of the Regulations on benefits for students and doctoral students of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 81/2022 dated 25/08/2022 on the changes to the content of the Regulations of the Company Social Benefits Fund of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 20/2008</p>		
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	<p>dated 18/08/2008 on the principles of admitting personal protection equipment and working clothes and shoes to the University employees as well as lump sum payments for washing working clothes</p> <p>The Rector's Disposition no. 27/2014 dated 27/05/2014 on the professional principles for research workshops and laboratories at the USPE</p> <p>The Senate Resolution no. 12/2020 dated 26/05/2020 on the opinion of the content of the Regulations of Central Library</p> <p>The Senate Resolution no. 50/2017 dated 14/09/2017 on introduction of the principles of Open Access Policy at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 5/2013 dated 28/02/2017 on joining the science and research network</p> <p>The Rector's Disposition no. 54/2017 dated 12/09/2017 on training in the scope of Health and Safety for the employees of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 53/2017 dated 12/09/2017 on training in the scope of Health and Safety for the first-year students of first-tier studies, second-tier studies, uniform Master studies and doctoral studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 61/2018 dated 11/10/2018 on the list of work that is burdensome, dangerous or harmful to the health of pregnant and breastfeeding women</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>In order to increase safety and integrity of applied computer tools, the University provided access to IT tools, particularly anti-virus software and firewall, as a part of agreements executed by the University. The University servers are protected with anti-spam and anti-virus software.</p> <p>Research laboratories of all Faculties have been accredited to raise quality of any research being conducted.</p> <p>A favourable environment for scientific research is provided, inter alia, by ensuring free-of-charge access to scientific databases: Elsevier, Springer, EBSCO, Nature, Science, Web of Knowledge and free-of-charge access to the STATISTICA software as a part of the licence purchased by the University.</p> <p>The employees have the opportunity to publish their works in the University publishing agency.</p> <p>The employees and doctoral students have access to statistical calculation services.</p>			

24. Occupational conditions

Funders and/or employers shall ensure that occupational conditions available to researchers, including disabled researchers, were flexible to possible extent, if necessary, to facilitate achieving effective results of scientific research according to applicable domestic conditions as well as domestic or sectoral collective agreements. They should make an effort to ensure such occupational conditions which enable both women and men to reconcile family life and professional life, child care and professional development. Special attention should be paid to, inter alia, flexible working time, part-time work, remote work, scientific leave and essential financial and administrative regulations governing such arrangements.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education 3. The Act on social and vocational rehabilitation and employment of disabled persons 4. The Act on Financing Science 5. The Regulation of the MSHE on doctoral studies and doctoral scholarships 6. The Regulation of the MSHE dated 12/10/2006 on conditions governing referring persons to work abroad for research, didactic and training purposes as well as specific entitlements of such persons	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2012 on changing text of the Regulations of Doctoral Studies at the University School of Physical</p>	No actions required	

	<p>Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 34/2016 dated 1/09/2016 on appointment of the Representative of the Rector for disabled persons</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of the Doctoral School at Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 37/2019 dated 15/05/2019 on internal anti-mobbing policy and rules for counteracting mobbing at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 54/2019 dated 19/06/2019 on establishment of the Anti-Mobbing Commission</p> <p>The Rector's Disposition no. 31/2020 dated 23/03/2020 on the appointment of the Rector's Representative for equal treatment and protection against discrimination</p> <p>The Senate Resolution no. 47/2016 dated 15/12/2016 on definition of the contract template to be entered into by the USPE in Wrocław and a foreign doctoral student, governing conditions of remuneration for rendering educational services at the USPE</p> <p>The Rector's Disposition no. 29/2017 dated 18/05/2017 on changing the Employee Remuneration Regulations of the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to</p>		
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	<p>Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>Employees have the opportunity to work with home computers.</p> <p>Any maternal leave is excluded from a periodic evaluation of an employee.</p> <p>Employees may enjoy medical services provided by two medical centres located within the University buildings.</p> <p>Doctoral students may, in the course of studies, extend the period of studies due to child birth and subsequent child care.</p>			
<p>25. Stabilisation and reliable employment</p> <p>Funders and/or employers should ensure that any instability of occupational conditions does not affect negatively any achievements of researchers and therefore should undertake to improve, to any possible extent, stability of occupational conditions of research staff, thus complying with and realising principles and conditions specified in the EC Directive on employment for a definite period.</p>			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<p>1. The Labour Code</p> <p>2. The Act - Law on Higher Education</p> <p>3. The Regulation of the MSHE dated 12/10/2006 on conditions governing referring persons to work abroad for research, didactic and training purposes as well as specific entitlements of such persons</p>	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/23 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of</p>	No actions required	

	<p>Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 26/2020 dated 12/03/2020 with the change in the Rector's Disposition no. 49/2023 dated 30/06/2023 on academic staff remuneration rates for over-time work</p> <p>The Rector's Disposition no. 4/2017 dated 31/01/2017 on implementation of new regulations regarding the conclusion of mandate contracts</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical</p>		
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	<p>Education in Wrocław</p> <p>The Senate Resolution no. 46/2019 dated 16/09/2019 on changing the principles governing the application of 50% costs of income from the employment relationship at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław (Annex No. 2 - Scope and duties of academic teachers)</p> <p>The Senate Resolution no. 48/2017 dated 14/09/2017 on the regulations of referring employees and doctoral students of the USPE in Wrocław to work abroad for research, didactic and training purposes</p>		
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26. Financing and remuneration

Funders and/or employers of researchers should provide them with just and attractive financing and/or remuneration conditions, together with appropriate and just benefits in terms of social insurance (including sickness benefit and family allowance, retirement rights and unemployment allowance) according to applicable domestic regulations and domestic or sectoral collective agreements. Such conditions must include researchers at every stage of professional career, including beginners, proportionally to their legal status, performances and qualifications and/or scope of duties.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Labour Code 2. The Act - Law on Higher Education with implementing provisions 3. The Act on Social Insurance System 4. The Act on promotion of employment and labour market institutions 5. The Regulation of the MSHE on conditions of remuneration and admitting additional job benefits to persons employed by a public higher school 6. The regulations of the MSHE on specific 	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p>	No actions required	

<p>conditions and mode of admitting and paying the Minister's scholarship for any remarkable achievements to doctoral students</p> <p>7. The regulations of MSHE on doctoral studies and doctoral scholarships</p> <p>8. The Regulation of the MSHE on conditions of admitting scholarships to persons who began a doctoral program and the regulations of admitting scientific scholarships to early-stage researchers in research projects and the regulations of admitting scientific scholarships to early-stage researchers as a part of ETIUDA doctoral scholarships financed by the National Science Centre, constituting an annex to the Resolution of the Board of the National Science Centre no. 50/2013 dated 3/06/2013</p>	<p>The Rector's Disposition no. 13/2024 dated 22/03/2024 on the amendments to Annexes 1, 2 and 4 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 49/2023 dated 30/06/2023 on the amendments to Annexes 2 and 7 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 3/2023 dated 17/01/2023 on the amendments to Annex 1 to the Regulations on the remuneration of employees of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 29/2017 dated 18/05/2017 on changing the Employee Remuneration Regulations of the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of the Doctoral School at Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 47/2021 dated 16/12/2021 on the regulations for admitting Rector's awards to academic staff and a scientific award to early-stage academic staff at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 26/2020 dated 12/03/2020 with the change in the Rector's Disposition no. 49/2023 dated 30/06/2023 on academic staff remuneration rates for over-time work</p> <p>The Rector's Disposition no. 30/2017 dated 24/05/2017 on changing the Regulations of admitting increased doctoral scholarship from a subject</p>		
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	<p>subsidy intended for increasing funds of pro-quality tasks for doctoral students of the University School of Physical Education in Wrocław in Wrocław</p> <p>The Rector's Disposition no. 121/2015 dated 05/12/2022 on determining the categories and rates of material assistance for doctoral students at the Wrocław University of Health and Sport Sciences</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:

The Rector's Disposition no. 18/2018 dated 18/05/2017 on changing the Employee Remuneration Regulations of the University School of Physical Education in Wrocław

Any alterations of remunerations of the USPE employees are being determined within applicable provisions and in agreement with worksite trade union organisations acting at the University

27. Gender balance

Funders and/or employers should strive to ensure representative gender balance at each staff level, including scientific supervisors and managers. This goal should be achieved by employing the policy of equal opportunities at the stage of recruitment and subsequent stages of professional career, however, any decrease of quality criteria and qualifications must be avoided. In order to ensure equal treatment there should be gender balance in any committees handling staff selection and job candidate evaluation.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<p>1. The Labour Code</p> <p>2. Directive 2006/54/EC of the European Parliament and the Council dated 5/07/2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation</p>	<p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p>	<p>The tasks were extended in the scope of:</p> <ul style="list-style-type: none"> - updating internal regulations regarding gender balance at every staff level, including executives and managers, - establishing the University's Equality Policy Team, - developing a Gender Equality Policy and implementing initiatives to achieve balanced gender representation across all employee groups at the University. 	<p>Department of Payroll and Employee Affairs,</p> <p>Legal Department,</p> <p>The University Promotion Office,</p> <p>Deans,</p> <p>Department Managers</p>

28. Professional career development

Employers and/or funders of researchers should prepare, rather within the policy of human resources management, a certain strategy for development of professional career for researchers at any stage of career,

notwithstanding their contractual situation, including researchers having signed the contract for a definite period. Such strategy should specify availability of mentors giving support and instructions referring to personal and professional development of researchers, thus inspiring research staff and lowering uncertainty level with respect to their professional future. All researchers should be familiar with such regulations and provisions.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Labour Code with implementing provisions 2. The Act - Law on Higher Education with implementing provisions 3. The Act on scientific degrees and scientific titles and art degrees and art titles with implementing provisions 4. The Regulation of the MSHE on doctoral studies conducted by organisational units of the University 	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 26/2020 dated 12/03/2020 with the change in the Rector's Disposition no. 49/2023 dated 30/06/2023 on academic staff remuneration rates for over-time work</p> <p>The Rector's Disposition no. 54/2022 dated 31/05/22 on the implementation of the Procedure for the employment or renaming of academic teachers in the research and research and teaching groups</p> <p>The Senate Resolution no. 46/2019 dated 16/09/2019 on changing the principles governing the application of 50% costs of income from the employment relationship at the University School of Physical The</p> <p>Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław (Annex No. 2 - Scope and duties of academic teachers)</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on</p>	<p>Implementation of a research career strategy at the R1-R4 stage</p>	<p>1 year</p> <p>The Rector</p> <p>Legal Department</p> <p>The University Promotion Office</p> <p>Deans, Department Managers</p>

	<p>academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p>		
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29. Mobility value

Funders and/or employers should recognise the value of geographical, inter-sectoral, inter-disciplinary, trans-disciplinary and virtual mobility as well as mobility between public and private sector as an important method for expanding scientific knowledge and supporting professional development of researchers at any stage of career. Consequently, they should take into account such opportunities in a defined strategy of professional development and fully appreciate and recognise any professional experiences pertaining to mobility within their system of professional development and evaluation of employees. It is also connected to the requirement of introduction of necessary administrative instruments in order to enable transfer of both grants and social insurance, according to applicable domestic laws.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education with implementing provisions 2. On conditions governing referring persons to work abroad for research, didactic and training purposes as well as specific entitlements of such persons 3. The Regulation of the MSHE on undertaking and attending studies and training by foreigners and participation in scientific research and development works by foreigners 4. ECHE provisions (Erasmus University Charter for Higher Education) 	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p>	<p>Stepping up the information campaign on recognising the value of mobility in the appraisal sheet of a new employee and in career promotions</p>	<p>1 year</p> <p>The Rector Legal Department</p> <p>The University Promotion Office</p> <p>Deans, Department Managers</p>

	<p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 48/2017 dated 14/09/2017 on the regulations of referring employees and doctoral students of the USPE in Wrocław to work abroad for research, didactic and training purposes</p> <p>The Senate Resolution no. 3/2022 dated 26/10/2017 on the implementation of the Regulations on organization and implementation for Erasmus+ Program Mobilities in the years 2021-2027</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław (Annex No. 2 - Scope and duties of academic teachers)</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:

Information on current grant offers and scholarships at the EURAXESS portal are regularly updated at the University website. Information pertaining to international cooperation are available at this website as well.

Any international cooperation efforts ensure additional points to the periodic evaluation of employees.

30. Access to career counselling

Employers and/or funders should provide career counselling services as well as assistance in finding a suitable job, to researchers at any stage of professional career and notwithstanding their contractual situation, by any relevant institutions or within the framework of cooperation with other organisations.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<p>1. The Act - Law on Higher Education with implementing provisions</p> <p>2. The Act on promotion of employment and labour market institutions dated 20/04/2004 (Journal of Laws no. 99 of year 2004, item 1001, as</p>	<p>The Rector's Disposition no. 106/2022 dated 25/10/2022 on the change of the Organisational Regulations of the Wrocław University of Health and Sport Sciences</p> <p>The Rector's Disposition no. 93/2022 dated 30/09/22 on the implementation of the Organisational Regulations of the Wrocław University of Health and Sport Sciences</p>	<p>A promotional campaign for the activities of the Careers Service, which will focus on career guidance and training, in particular aimed at workers in groups R1-R2.</p> <p>Information on the career counselling</p>	<p>1 year</p> <p>The Career Office</p> <p>The University Promotion Office</p> <p>Deans, Department</p>

subsequently amended)	The Rector's Disposition no. 3/2013 dated 17/01/2013 on changing the organisational structure of the University School of Physical Education in Wrocław - Formation of the Career and Entrepreneurship Office	offer for new employees will be added to the guide and additional promotional material will be developed.	Managers
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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 organisations, potentially provided for under specific cooperation agreements or other types of agreement.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act - Law on industrial property 3. The Act on Copyright and Related Rights 4. The Act on Database Protection 5. The Act - Civil Code 6. Integrity in scientific research and respecting intellectual property, MSHE 2012 7. Directions of development of open access to publications and results of scientific research in Poland, MSHE 23/10/2015 	<p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the Regulations on management of copyrights and related rights, and industrial property rights and principles of protection and commercialisation of results of scientific research and development works at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialization of scientific research results</p> <p>The Senate Resolution no. 50/2017 dated 14/09/2017 on introduction of the principles of Open Access Policy at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 4/2018 dated 01/02/2018 on adopting the Regulations on management of copyrights and related rights and industrial property rights and principles of protection and commercialisation of results of scientific research and development works at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 28/2021 dated 29/04/21 on the implementation of the Regulations of applying for financing scientific projects by external sources and preparing reports on their implementation</p> <p>The Rector's Disposition no. 21/2020</p>	No actions required	

	<p>dated 6/03/2020 on appointment of the Rector's representative for commercialization of scientific research results</p> <p>The Senate Resolution no. 9/2024 dated 29/02/2024 on the implementation of the Code of Ethics for Researchers at the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 68/2003 dated 4/11/2003 on adoption of the Regulations of the Senate Commission for the Ethics of Scientific Research at the University School of Physical Education in Wrocław</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:

Employees have been trained in the scope of policy of open access to research results.

32. Co-authorship

Institutions should positively refer to co-authorship while evaluating research staff as it is an evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedure providing researchers, including those at the beginning of their research careers, with the essential framework conditions so they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contribution, as co-authors of papers, patents etc. or the right to publish their own research results independently from their supervisors.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act - Law on industrial property 3. The Act on Copyright and Related Rights 4. The Senate Resolution no. 20/2016 of the Board of the National Science Centre on accepting principles of research integrity 5. The Act on scientific degrees and scientific titles and art degrees and art titles 6. The Regulation of the MSHE dated 27/10/2015 on the criteria and mode of admitting scientific category to scientific units 	<p>The Senate Resolution no. 4/2018 dated 1/02/2018 on adopting the regulations on management of copyrights and related rights, and industrial property rights and principles of protection and commercialization of research results and development works at the University School of Physical Education in Wrocław The Rector's Disposition no. 21/2020 dated 6/03/2020 on appointment of the Rector's representative for commercialization of scientific research results</p> <p>The Senate Resolution no. 50/2017 dated 14/09/2017 on introduction of the principles of Open Access Policy at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 9/2024 dated 29/02/2024 on the implementation of the Code of Ethics for Researchers at the Wrocław University of Health and Sport Sciences</p> <p>The Senate Resolution no. 68/2003</p>	<p>Activities will be expanded to monitor the progress of early-career scientists (R1-R2) as co-authors of publications, patents, and research results, regardless of their supervisors.</p>	<p>2 years</p> <p>Legal Department</p> <p>The University Promotion Office</p> <p>Deans, Department Managers</p>

	dated 4/11/2003 on adoption of the Regulations of the Senate Commission for the Ethics of Scientific Research at the University School of Physical Education in Wrocław		
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Additional good practices applied at the University School of Physical Education in Wrocław:
The USPE Research Information Centre provides access to current scientific achievements of employees.

33. Teaching

Teaching is an essential means of organisation and popularisation of knowledge and should therefore be perceived as a valuable opportunity within a professional career path of any researcher. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from conducting research activities. Funders and/or employers should ensure that teaching responsibilities are appropriately remunerated and taken into account in the employee evaluation systems, and that time devoted by senior academic staff for training of early stage researchers should be counted as the part of their commitment to the teaching process. Suitable training should be provided for teaching and training activities as a part of the professional development of researchers.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education 2. The Act on scientific degrees and scientific titles and art degrees and art titles 3. The Regulation of the MSHE on doctoral studies education at higher schools and scientific units 4. The Regulation of the MSHE on conditions of remuneration and admitting additional job benefits to persons employed by a public higher school 5. The Regulation of the MSHE on assessment criteria applied to achievements of a person applying for the habilitated doctor (<i>doktor habilitowany</i>) degree 	<p>The Rector's Disposition no. 21/2024 dated 24/04/2024 on changing the principles of admitting one-off special allowance for effects of publishing activities of the staff of the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 47/2021 dated 16/12/2021 on the regulations for admitting Rector's awards to academic staff and a scientific award to early-stage academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/23 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of</p>	<p>Introduction of rules about the allocation of teaching hours based on the time spent training junior scientists by senior researchers outside the Doctoral School</p> <p>.</p>	<p>The Rector</p> <p>Vice-Rector for Teaching</p> <p>Department of Payroll and Employee Affairs</p>

	<p>Physical Education in Wrocław (Annex No. 2 - Scope and duties of academic teachers)</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 26/2020 dated 12/03/2020 with the change in the Rector's Disposition no. 49/2023 dated 30/06/2023 on academic staff remuneration rates for over-time work</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 14/2017 dated 9/02/2017 on changing the University Education Quality System at the University School of Physical Education in Wrocław</p>		
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34. Complaints/appeals

Funders and/or employers of researchers should specify, according to domestic principles and regulations, appropriate procedure, for example, designate an impartial person (e.g. in the form of ombudsman) who would consider complaints/appeals of researchers, including issues pertaining to conflicts between

supervisors and early-stage researchers. Such procedures should provide entire research staff with confidential and informal assistance with solving job-related conflicts and in case of any disagreements and complaints; such procedures are formed for the purpose of just and equal treatment within the institution and improvement of general quality of professional environment.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Act - Law on Higher Education with implementing provisions 2. The Regulation of the MSHE on specific mode of explanatory and disciplinary proceedings for academic staff	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p>	No actions required	

35. Participation in decision-making bodies

Funders and/or employers of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and represent their individual and collective interests as professionals and to actively contribute to the work of the institution.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
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<p>1. The Act - Law on Higher Education with implementing provisions</p> <p>2. The Act on Trade Unions</p>	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/23 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing the text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on the adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 55/2017 dated 26/10/2017 on confirmation of compliance of the Regulations of Doctoral Self-government of the University School of Physical Education in Wrocław with the Act and the Statute</p>	<p>No actions required</p>	
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>The Faculties and the Personnel Improvement Centre adopted respective regulations which specify the principles of participation of researchers' representatives in decision-making bodies at the level of organisational units. The Rector and the Deans are assisted by suitable representatives and advisors, such positions being appointed for this purpose.</p>			

IV. Training

36. Relationship with supervisor

At the training stage, researchers should establish organised and regular forms of contact with their respective supervisors and representatives of the field/faculty to fully enjoy such relationships. These include: registration of progress in any research as well as its results, obtaining feedback through reports and seminars, application of such information and work according to established schedules, milestones, practical results and/or research results.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education 3. Good academic practices in recruitment and in supervisor-subordinate relationships, MSHE 2014 4. The Regulation of the MSHE on doctoral studies and doctoral scholarships	<p>The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated</p>	No actions required	

	<p>27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>The Regulations of doctoral studies imposes a necessity to file reports on research progress and doctoral thesis progress. A supervisor gives opinion on the doctoral student's conclusions pertaining to the course of studies as well as on annual and final reports on research progress.</p>			
<p>37. Supervision and managerial duties</p> <p>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 according to the highest professional standards. With respect 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 specify the conditions for effective transfer of knowledge and for the future successful development of the researchers' careers.</p>			
Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<p>1. The Act - Law on Higher Education with implementing provisions</p> <p>2. The Act on scientific degrees and scientific titles and art degrees and art titles</p> <p>3. The Regulation of the MSHE on detailed mode and conditions of activities performed during a doctoral program, habilitation proceedings and proceedings for conferring the title of professor</p>	<p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p>	No actions required	

	<p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 55/2017 dated 26/10/2017 on confirmation of compliance of the Regulations of Doctoral Self-government of the University School of Physical Education in Wrocław with the Act and the Statute</p> <p>The Senate Resolution no. 14/2017 dated 9/02/2017 on changing the University Education Quality System at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 16/2016 dated 19/04/2016 on introduction of the Instruction on the principles of performing internal audit at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 66/2019 dated 16/09/2019 on the Workplace Regulations at the University School of Physical Education in Wrocław (Annex No. 2 - Scope and duties of academic teachers)</p>		
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Additional good practices applied at the University School of Physical Education in Wrocław:
Heads of Departments and Units annually conduct inspections of classes conducted by employees.

38. Continuing of professional development

At any stage of professional career, a researcher should search for an opportunity of continuous development by updating and expanding his/her range of skills and qualifications. Such goal may be achieved by various means, inter alia, by formal training, attending workshops, conferences and online courses.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education with implementing provisions 3. On conditions governing referring persons to work abroad for research, didactic and training purposes	The Senate Resolution no. 50/2022 dated 27/09/22 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/23 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute	No actions required	

<p>as well as specific entitlements of such persons</p>	<p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>The principles of staff participation in conferences are regulated by provisions of resolutions of respective Boards of a certain Faculty.</p> <p>Governing distribution and spending funds from subsidies.</p> <p>Reporting principles are determined at respective Faculties in regulations/principles of settlement of financial means from statutory activities.</p>			

In case of a departure within the Erasmus program, a person departing files a report on the departure.

Renowned researchers conduct lectures as a part of “Złote wykłady” program; visiting professors conduct their lectures as well.

At the University, there is the Staff Improvement Centre offering post-graduate studies as well as vocational courses and training.

The Science Division provides information on research conferences and training.

As a part of the Erasmus program, employees are able to participate in training and practices in various research centres.

An integrated training program for employees wishing to improve their professional qualifications has been implemented.

As a part of external funds, there are training sessions being organised for the benefit of research staff.

39. Access to research training and continuous development

Employers and/or funders should ensure that any researcher, at any stage of career, notwithstanding his/her contractual situation, is given the opportunity for professional development and for improving his/her employability through access to measures for the continuing development of skills and qualifications. Such means should be regularly assessed against their accessibility, demand and effectiveness in improving qualifications, skills and employability.

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
1. The Labour Code 2. The Act - Law on Higher Education with implementing provisions 3. On conditions governing referring persons to work abroad for research, didactic and training purposes as well as specific entitlements of such persons	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/2023 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2012 on changing the text of the</p>	<p>The development and implementation of regulations to support scientists at all stages of their professional careers by continuously improving their professional skills and qualifications.</p> <p>Developing procedures to facilitate participation in conferences, training, and other forms of education.</p> <p>Introduction of the Policy for equal opportunities and the Strategy for the development of a scientific career, taking into account the possibility of supporting the development of a scientific career</p>	2 years The Rector

	<p>Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on the adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p>	through scientific supervision and the possibility of using dedicated programs.	
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40. Supervision

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

Appropriate laws (allowing to implement the criterion above)	Current institutional regulations and/or practices	Required actions	Term / Responsible person
<ol style="list-style-type: none"> 1. The Act - Law on Higher Education with implementing provisions 2. The Act on scientific degrees and scientific titles and art degrees and art titles 3. The Regulation of MNiSW on doctoral studies and doctoral scholarships 	<p>The Senate Resolution no. 50/2022 dated 27/09/2022 on the implementation of the uniform text of the Statute of Wrocław University of Health and Sport Sciences and an amendment resulting from the Senate Resolution no. 9/23 dated 23/03/2023, the Senate Resolution no. 32/2023 dated 22/06/2023 on amendment to Annexes 1 and 2 to the Statute</p> <p>The Senate Resolution no. 47/2020 dated 17/12/2020 on adopting the Strategy of the University School of</p>	No actions required	

	<p>Physical Education in Wrocław for the years 2021 to 2030</p> <p>The Senate Resolution no. 16/2021 dated 29/04/2021 on the amendment to the Regulations of the Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 29/2019 dated 23/05/2019 on the adoption of the Regulations of Doctoral School at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 8/2014 dated 27/03/2014 on changing text of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 52/2012 dated 22/11/2012 on the adoption of the Regulations of Doctoral Studies at the University School of Physical Education in Wrocław</p> <p>The Rector's Disposition no. 13/2022 dated 31/01/2022 on periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p> <p>The Senate Resolution no. 2/2022 dated 27/01/2022 on the opinions on academic teachers' evaluation sheets</p> <p>The Senate Resolution no. 26/2017 dated 27/04/2017 on the change of academic staff evaluation sheet</p> <p>The Senate Resolution no. 9/2017 dated 9/02/2017 on introduction of the academic staff evaluation sheet</p> <p>The Senate Resolution no. 11/2017 dated 9/02/2017 on introduction of the Regulations for periodic evaluation of academic staff at the University School of Physical Education in Wrocław</p>		
<p>Additional good practices applied at the University School of Physical Education in Wrocław:</p> <p>Early-stage researchers gain experience and skills under the supervision of the Heads of Departments.</p> <p>The Regulations on doctoral programs and habilitated doctor programs have been developed by respective Boards of the Faculties.</p>			

3.2. Analysis of 2022 survey results compared to 2017 survey results

In the re-survey in 2022, 178 people participated, representing 56% of all research and teaching staff employed at the Wroclaw University of Health and Sport Sciences, the percentage of participants in this survey was lower than in the 2017 survey. The gender disproportion decreased in this survey compared to the previous one: 52% women and 48% men (Chart 1).

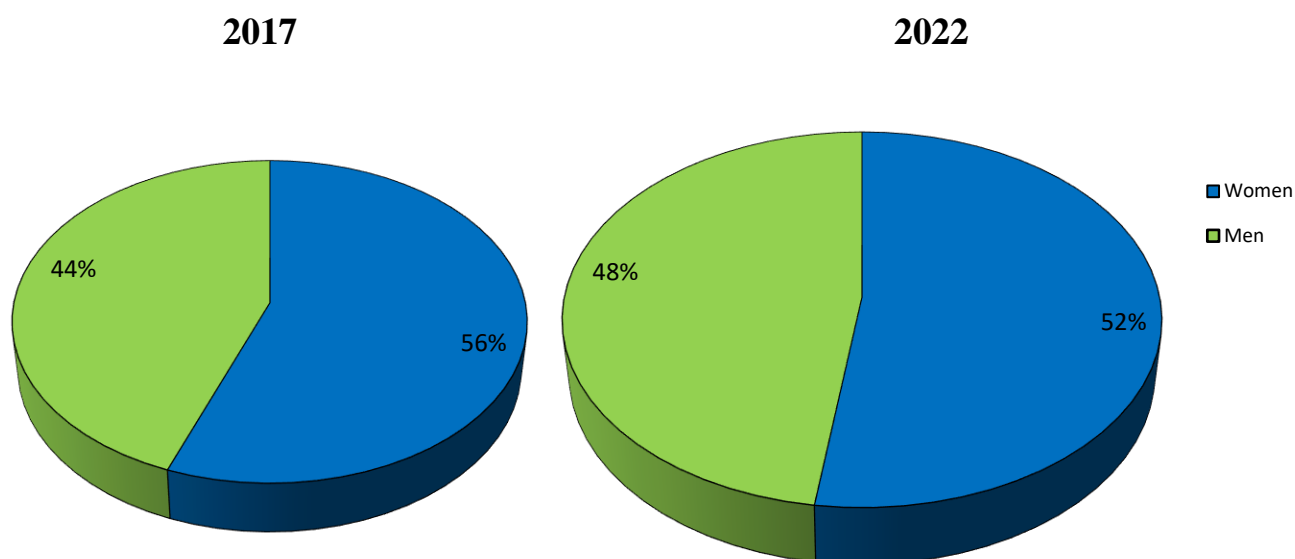


Chart 1. Gender distribution among the interviewed

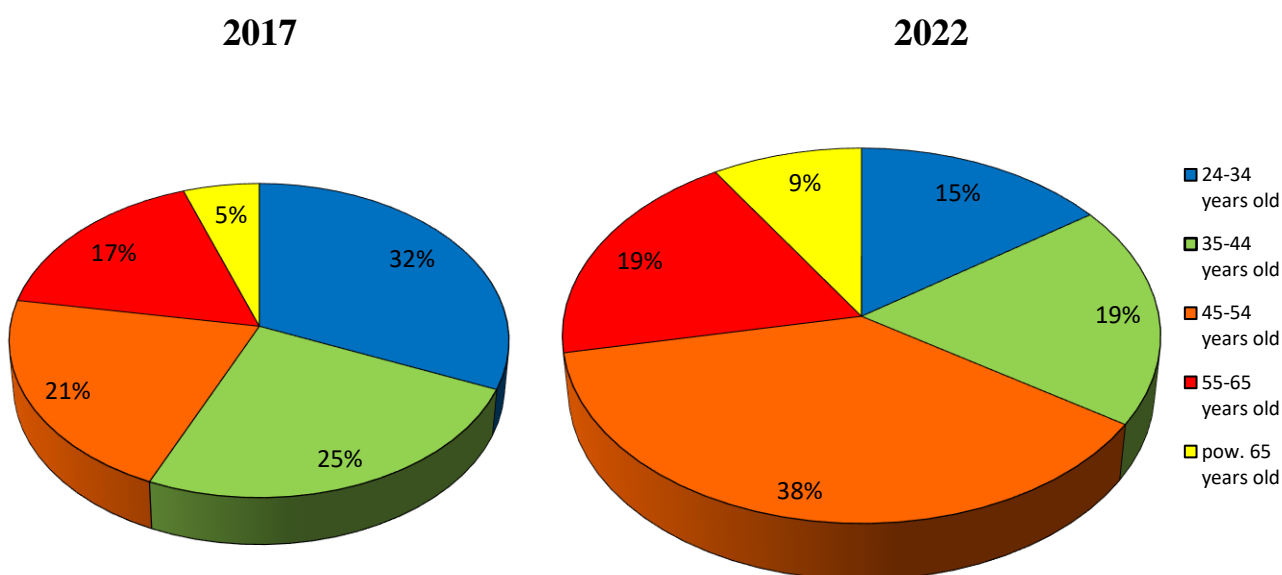


Chart 2. Age distribution among the interviewed

Those aged 45-54 were the most numerous group (38%). In the previous survey, those aged 35-44 were the most numerous, whose share has now decreased by 6%. The size of the youngest group (24-34 years) more than doubled, and in both surveys the least numerous group was those aged over 65 (Chart 2).

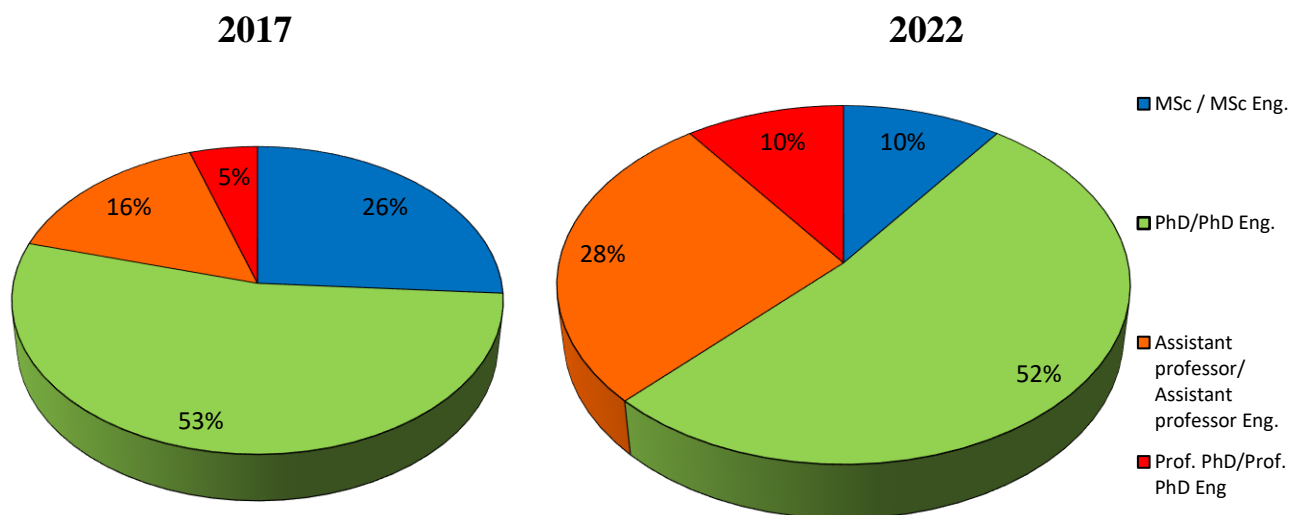


Chart 3. Degree/title distribution among the interviewed

Of those surveyed, just over half held a doctoral degree (R2) - 52% - as in the earlier survey. There was an increase in the proportion of those with a postdoctoral degree (R3) from 16% to 28% and with a professor's degree (R4) from 5% to 10%. The proportion of master's degree holders (R1) decreased from 26% to 10% (Chart 3).

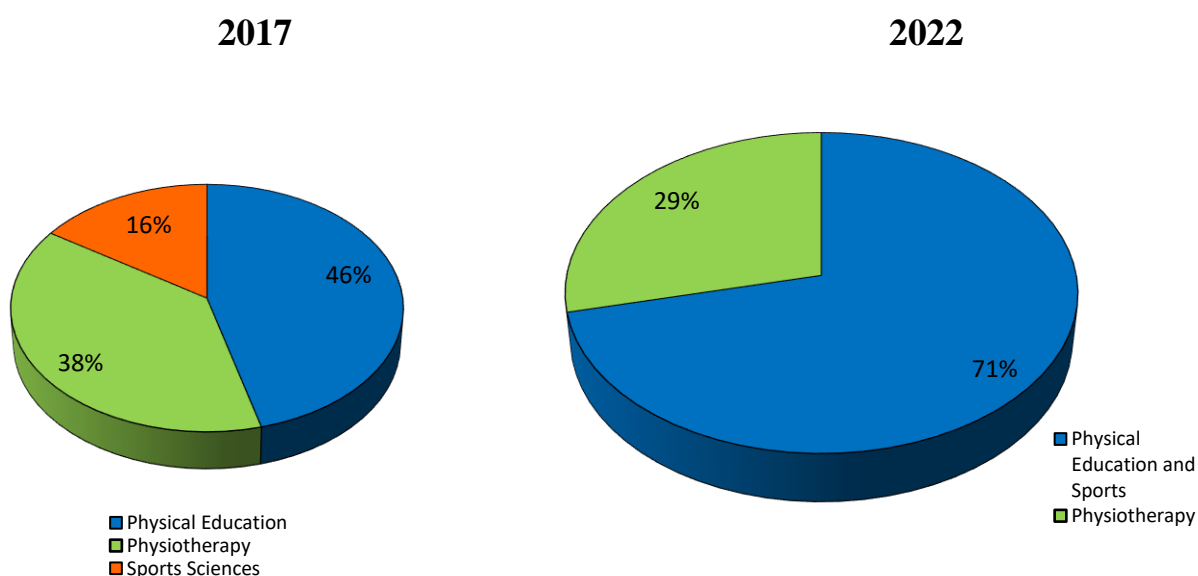


Chart 4. Distribution of respective Faculties among the interviewed

The most represented group among the respondents were representatives of the Faculty of Physical Education and Sport (71%), which was created as a result of the merger of two faculties in 2021; the participation of representatives of the Faculty of Physiotherapy decreased by almost 10% compared to the 2017 survey (Chart 4).

I. Aspekty etyczne i zawodowe

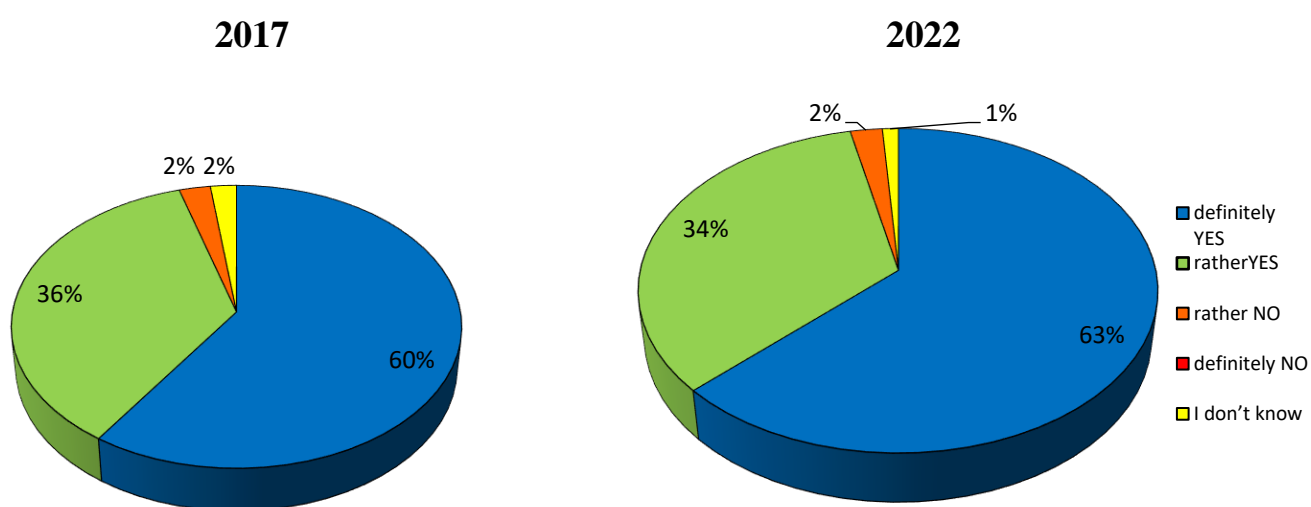


Figure 1. Freedom of scientific research

Question 1: Can you enjoy freedom of thought and speech as well as freedom of specifying problem solving methods, according to recognised ethical principles and practices, while conducting research?

For **question 1**, the majority of respondents in 2022 answered 'definitely yes' (63%) and this was 3% more than in the previous survey and 'rather yes' (34%), 2% less than before, in total positive evaluations of research freedom accounted for 97%. The remaining 'rather not' or 'don't know' responses accounted for a total of 3% of responses. In both surveys, no one marked the answer 'definitely not' (Fig. 1).

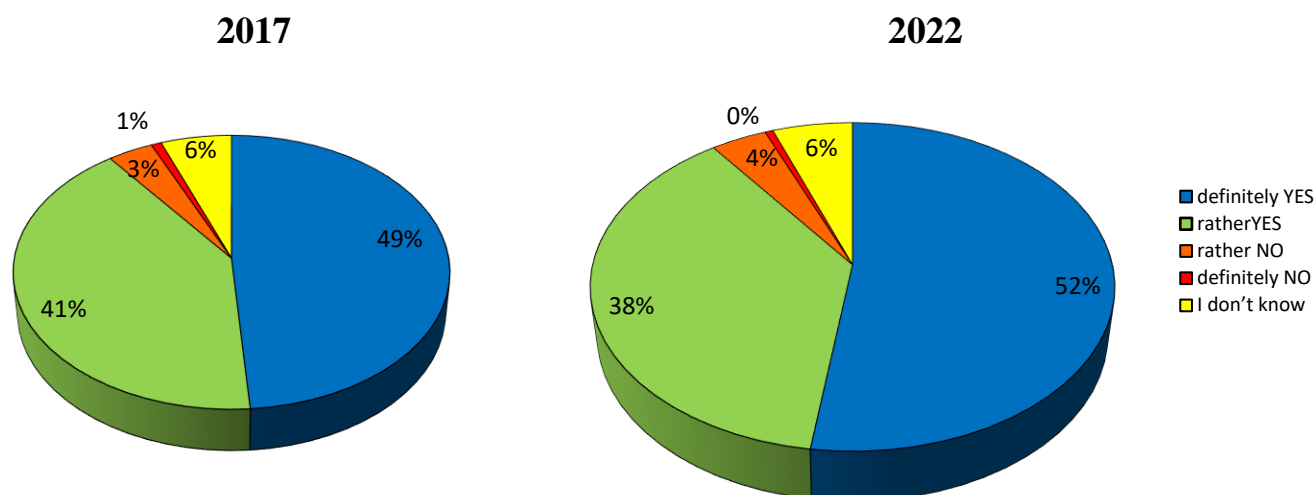


Figure 2. Ethical principles

Question 2: Do the employees of the University School of Physical Education in Wrocław comply with the fundamental ethical standards, principles and practices included in domestic, sectoral or institutional ethical code?

For **question 2**, the majority of respondents in 2022 answered 'definitely yes' (52%) or 'rather yes' (38%), the total share of positive evaluations of ethical principles was the same as in 2017, although the share of 'definitely yes' increased by 3% at the expense of 'rather yes' responses. The remaining 'rather not' or 'don't know' responses accounted for 4% and 6% of responses respectively. 'Definitely no' responses accounted for less than 1% of all responses (Fig. 2).

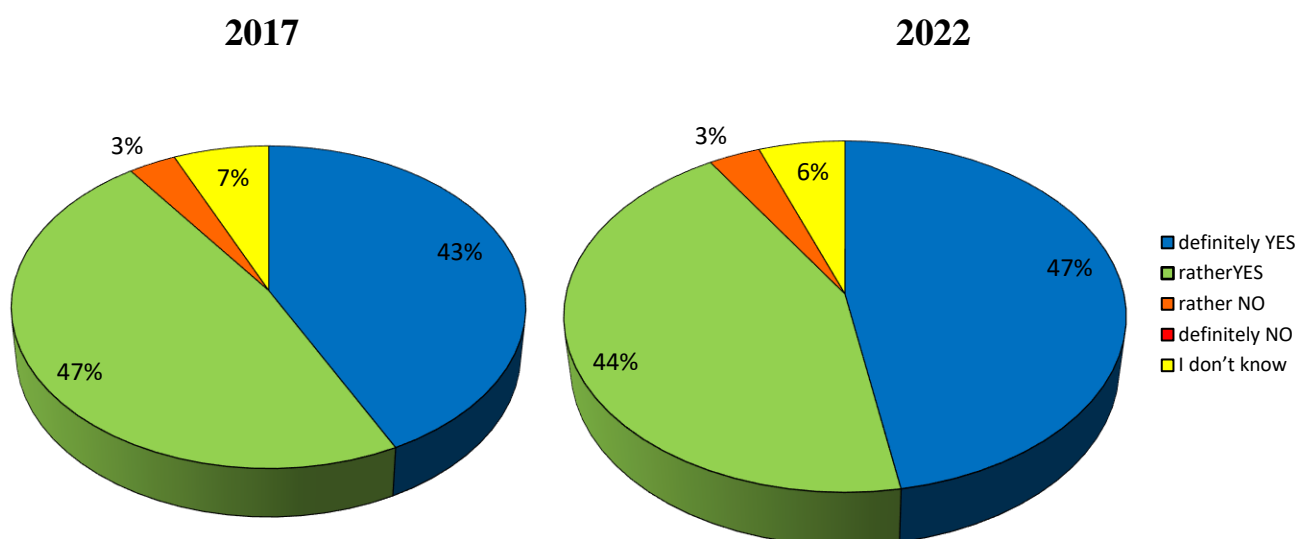


Figure 3. Intellectual property rights and common ownership of data

Question 3: Do the employees of the University School of Physical Education in Wrocław comply with the principles of respecting intellectual property rights and common property of data? (research in cooperation with supervisor(s) and/or other researcher(s))

Question 3 was answered positively by the majority of respondents in 2022 (91%), with 'definitely yes' answers being 4% more than in the previous survey. 'Rather not' or 'don't know' responses accounted for 3% and 6% respectively, which was similar to the 2017 survey. No one marked the answer 'definitely not' (Fig. 3).

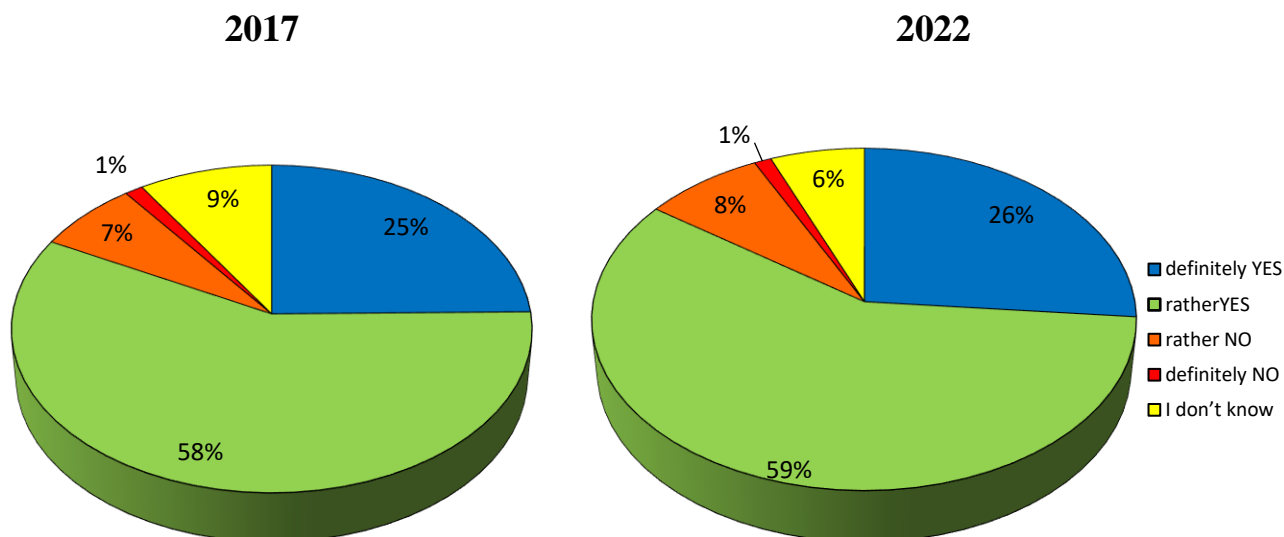


Figure 4. Scientific strategy and research funding

Question 4: *Is the research environment of the University School of Physical Education in Wroclaw familiar with strategic goals of the organisation and research funding mechanisms?*

Question 4 was answered positively by the majority of respondents in 2022 (85%). The "definitely yes" and "rather yes" answers were together 2% more than in the previous survey. The share of 'don't know' responses decreased from 9% to 6%. The total share of negative responses increased from 8% to 9% (Fig. 4).

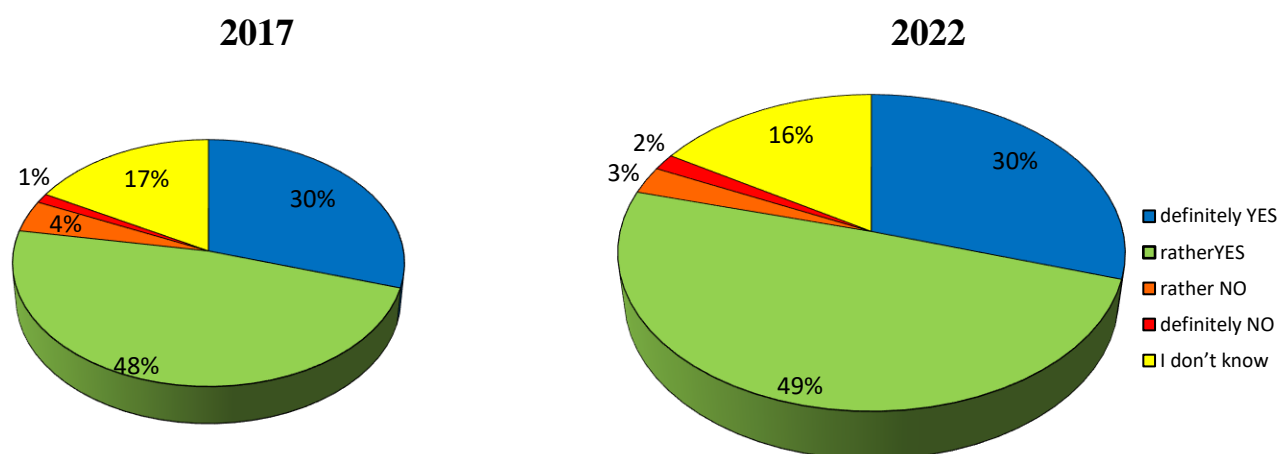


Figure 5. Regulations regulating the training and working conditions

Question 5: *Do the employees of the University School of Physical Education in Wrocław know and comply with domestic, sectoral and institutional regulations governing conditions of training and work (pertaining, inter alia, to intellectual property rights and conditions posed by sponsors or funders, notwithstanding the contractual situation)?*

In 2022, the majority of respondents answered positively (79%) to **question 5**. 'Rather yes' responses were 1% more than in the previous survey. 'Rather not' or 'don't know' responses accounted for 3% and 16% respectively and together their share decreased by 2%. Compared to 2017, the number of 'definitely not' responses increased from 1% to 2% (Fig. 5).

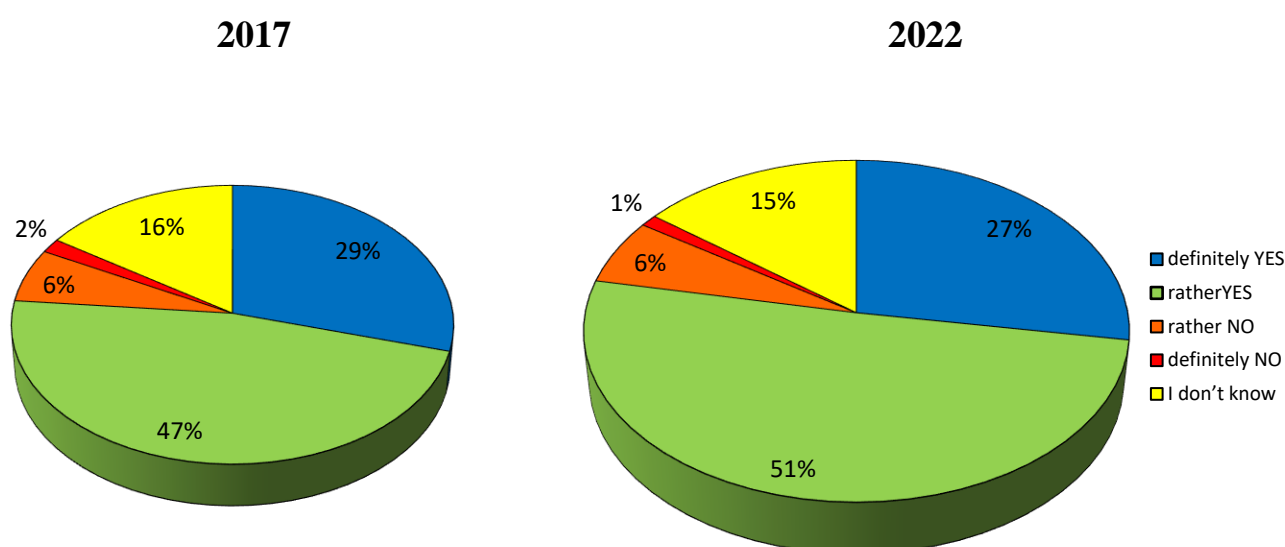


Figure 6. Financial management rules

Question 6: *Do the employees of the University School of Physical Education in Wrocław comply with the principles of thorough, transparent and effective funds management in the scope of funding research?*

Question 6 was answered positively by the majority of respondents in 2022 (78%). The combined share of "definitely yes" and "rather yes" responses increased by 2% compared to the 2017 survey. The "don't know" and "definitely not" responses were collectively 2% less than in the previous survey, the share of "rather not" responses was unchanged (Fig. 6).

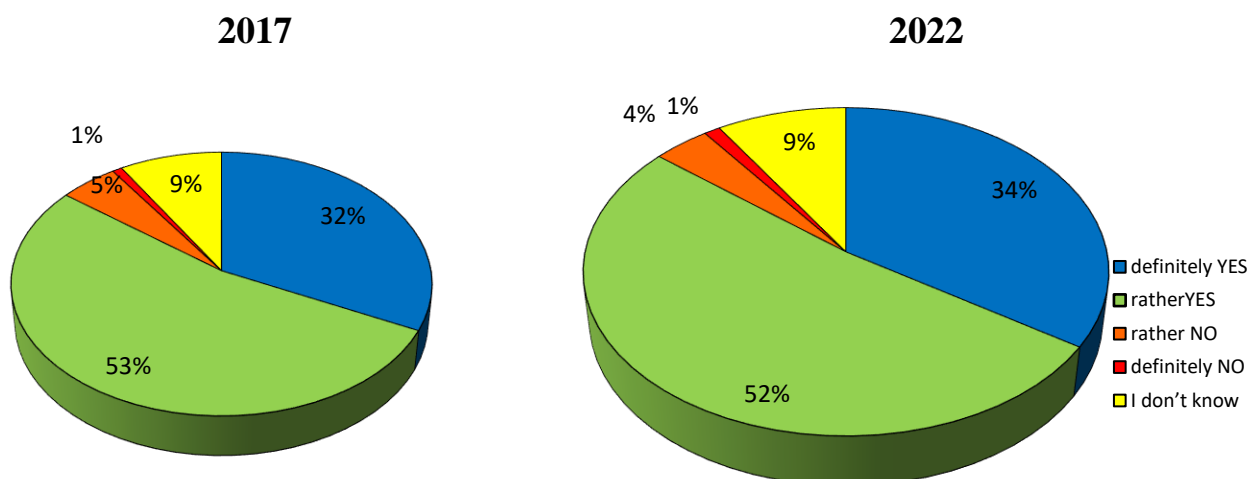


Figure 7. Work safety and data protection

Question 7: Do the employees of the University School of Physical Education in Wrocław apply safe methods of performing professional duties according to domestic regulations (inter alia, are there any precautions in the scope of Health and Safety, data protection and confidentiality protection, and recovery of data lost due to failure of IT technology)?

Question 7 was answered positively by the majority of respondents in 2022 (86%). 'Definitely yes' responses were 2% more than in the 2017 survey. 'Don't know' and 'definitely not' responses were the same as in the previous survey (9% and 1% respectively). The proportion of 'rather not' responses decreased by 1%, compared to 2017 (Fig. 7).

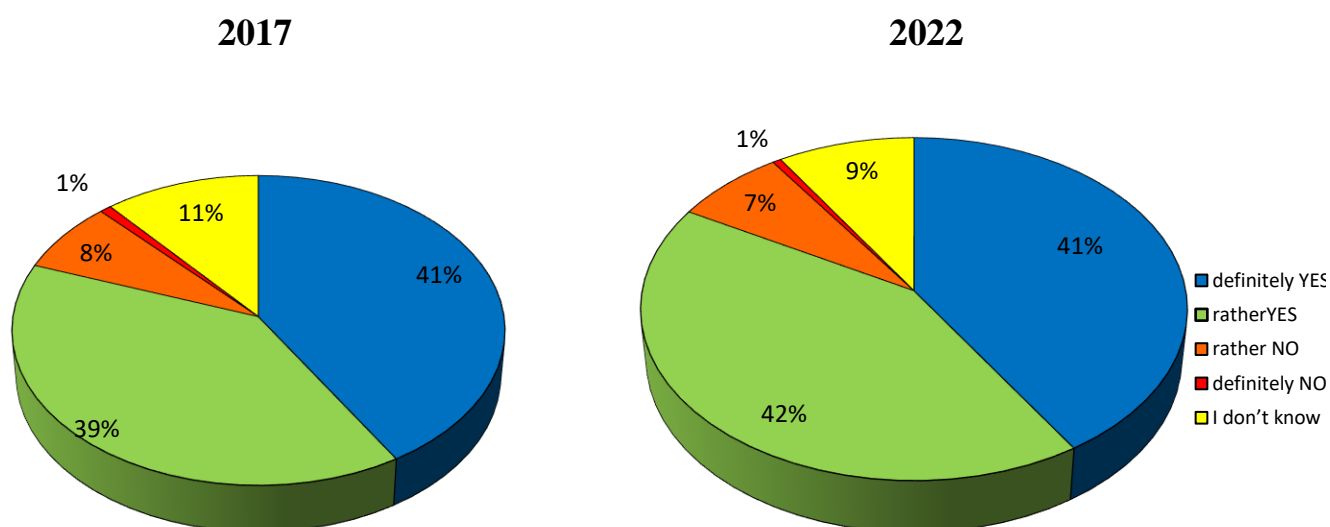


Figure 8. Dissemination of scientific research results

Question 8: Are you obliged to distribute your research results?

Question 8 was answered positively by the majority of respondents in 2022 (83%). There were the same number of 'definitely yes' answers (41%) as in the 2017 survey. The number of 'rather yes' responses increased by 3%. There were 3% fewer 'don't know' responses and 1% fewer 'rather not' responses compared to the previous survey. The proportion of "definitely not" responses was the same in both surveys at 1% (Fig. 8).

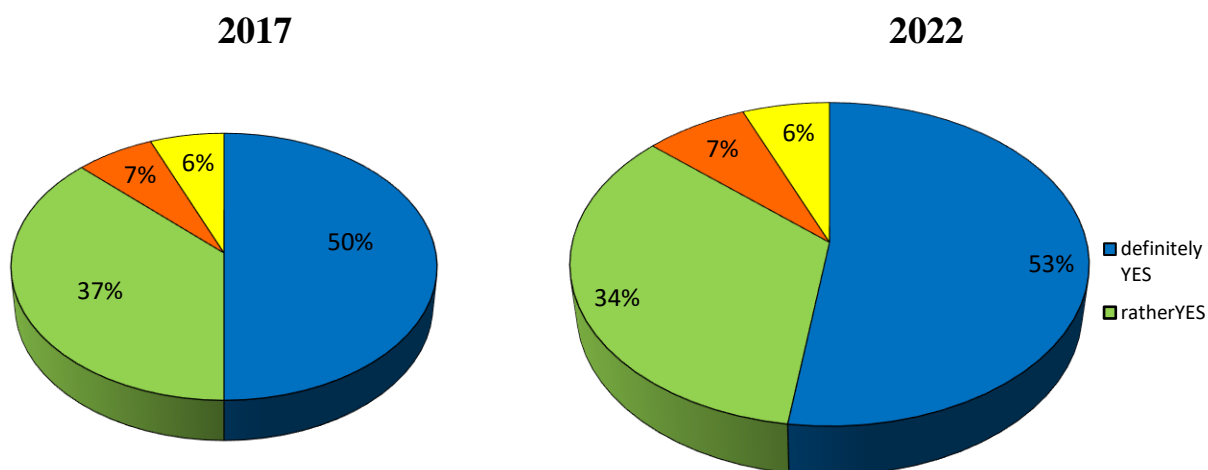


Figure 9. Dissemination of scientific research results

Question 9: Do you popularize and promote your research results in front of the society?

Question 9 was answered positively by the majority of respondents in 2022 (87%). 'Definitely yes' responses were 3% more than in the 2017 survey. The "don't know" and "rather not" responses were the same as in the previous survey. No one marked the answer 'definitely not' (Fig. 9).

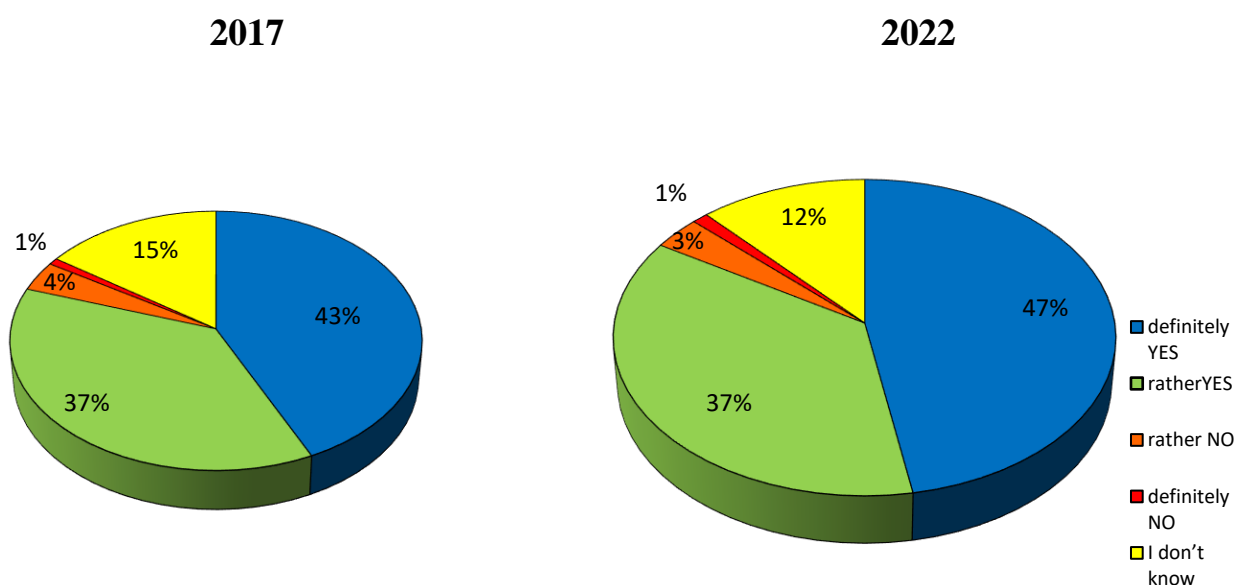


Figure 10. The principle of non-discrimination

Question 10: Does your employer, namely the University School of Physical Education in Wrocław, protects researchers from discrimination (discrimination due to gender, age, ethnic, national or social origin, religion or denomination, sexual orientation, used language, disability, political views or social or material status)?

Question 10 was answered positively by the majority of respondents in 2022 (84%). There were 4% more 'definitely yes' responses than in the 2017 survey and the same number of 'rather yes' responses. The number of 'don't know' responses decreased by 3% and the number of 'rather not' responses by 1%. The proportion of 'definitely not' responses was the same in both surveys at 1% (Fig. 10).

II. Rekrutacja

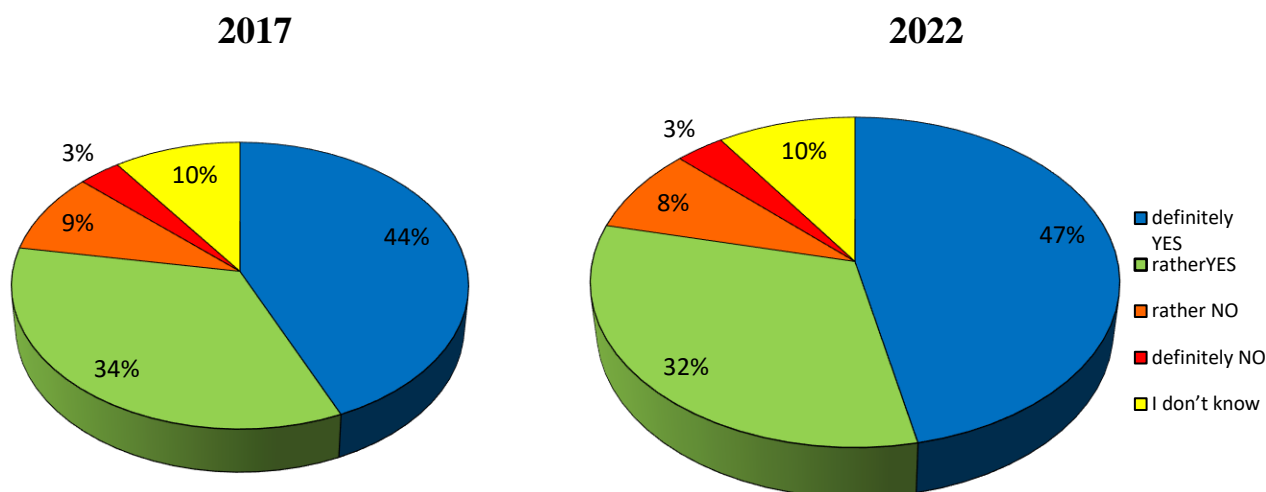


Figure 11. Employee evaluation system

Question 11: Does the University School of Physical Education in Wrocław introduced any procedure for regular evaluation of researchers and their research results (an evaluation being performed in transparent manner by an independent commission, including an international one)?

Question 11 was answered positively by the majority of respondents in 2022 (79%). There were 3% more 'definitely yes' answers than in the 2017 survey. There was a 1% decrease in the number of 'rather not' responses. 'Don't know' and 'definitely not' responses were the same as in the previous survey, 10% and 3% respectively (Fig. 11).

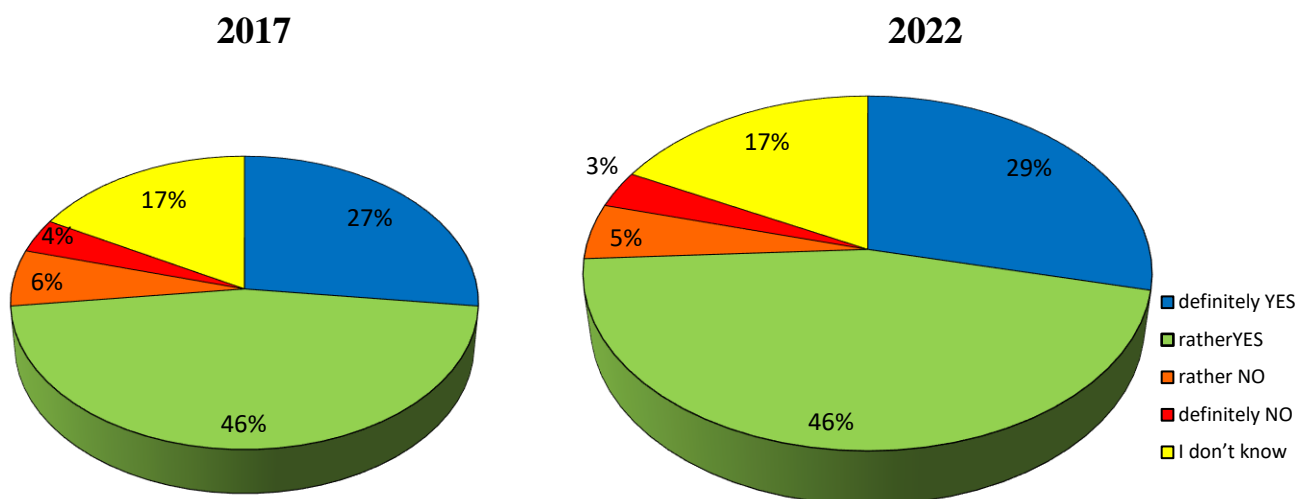


Figure 12. Recruitment standards

Question 12: Does your employer, namely the University School of Physical Education in Wrocław, ensures clearly defined standards in the process of recruitment and hiring researchers?

Question 12 was answered positively by the majority of respondents in 2022 (75%). There were 2% more 'definitely yes' responses than in the 2017 survey and the same number of 'rather yes' responses. There was a 1% decrease in both 'rather not' and 'definitely not' responses. 'Don't know' responses were the same as in the previous survey (Fig. 12).

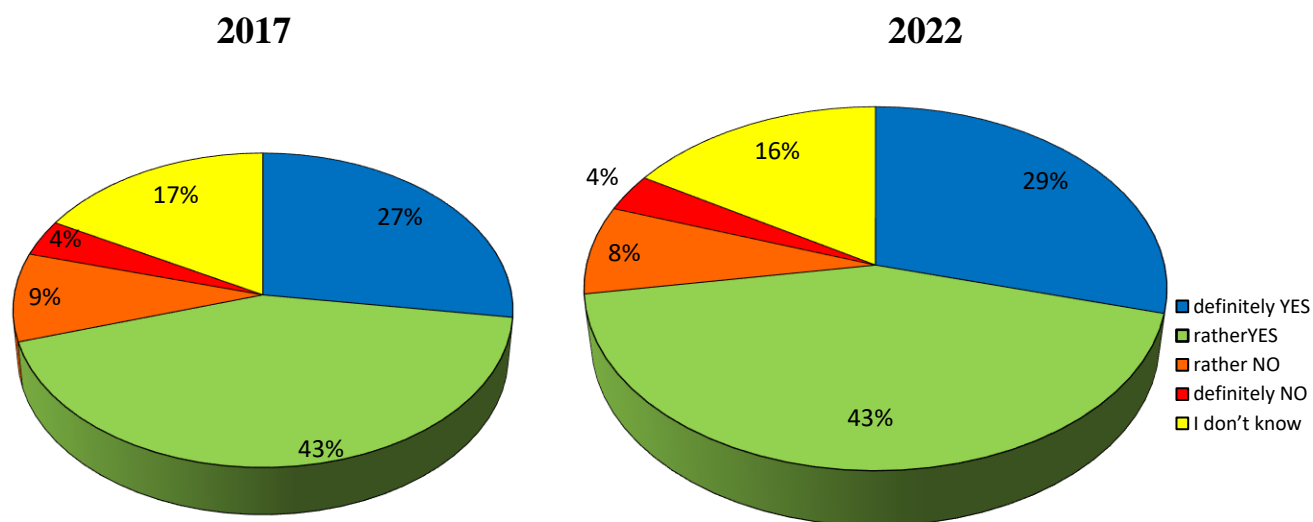


Figure 1. Transparency of recruitment procedures

Question 13: Does your employer, the University School of Physical Education in Wrocław, established open, effective and transparent recruitment procedures (Procedures which provide support, are comparable at the international level and adjusted to a job being offered)?

Question 13 was answered positively by the majority of respondents in 2022 (71%). There were 2% more 'definitely yes' responses than in the 2017 survey, and the same number of 'rather yes' responses. There was a 1% decrease in both 'rather not' and 'don't know' responses. 'Definitely no' responses were the same (4%) as in the previous survey (Fig. 13).

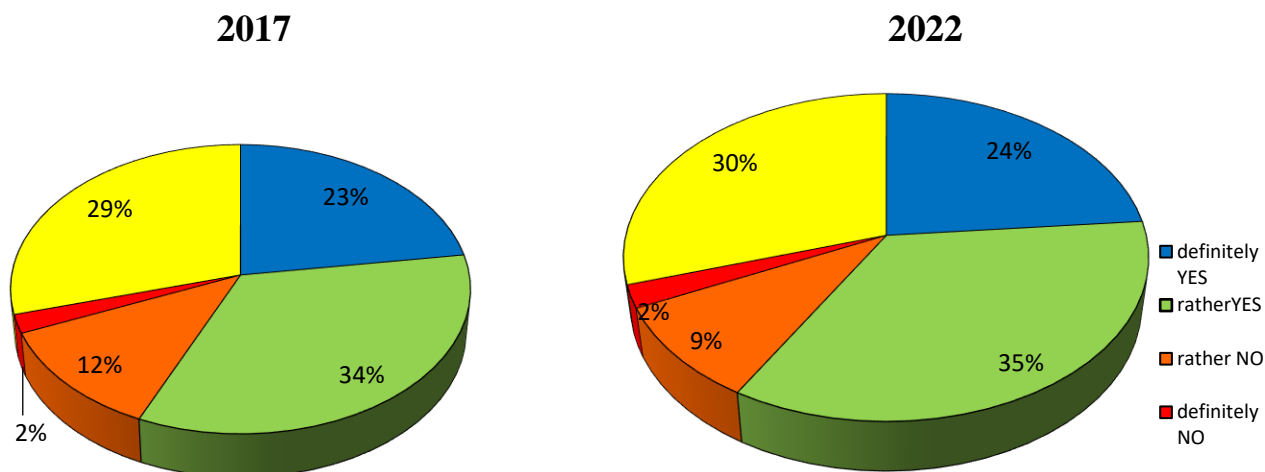


Figure 14. Structure of recruitment committees

Question 14: Do recruitment commissions, responsible for candidate selection process, represent various experiences and qualifications? Including appropriate gender balance, being composed of members of various industries (of public and private sector) and disciplines, including persons from foreign countries and holding appropriate proper experience for evaluation of candidates?

For **question 14** in 2022, the majority of respondents answered positively (69%). Compared to the 2017 survey, there was a 1% increase in both 'definitely yes', 'rather yes' and 'don't know' responses. The number of 'rather not' responses decreased by 3%. The number of 'definitely not' responses was the same (2%) as in the previous survey (Fig. 14).

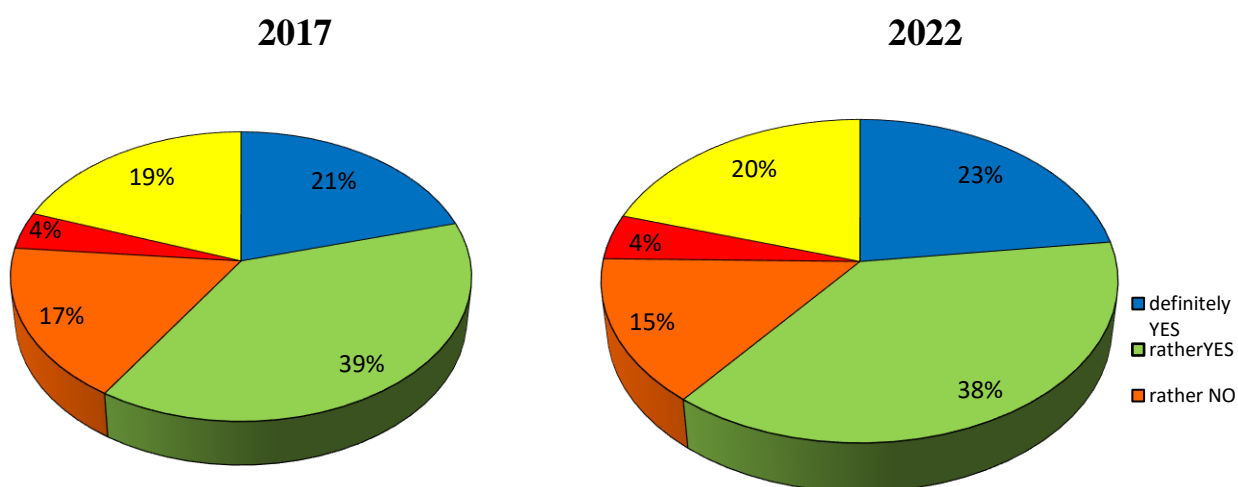


Figure 15. Information about the recruitment process and criteria

Question 15: Does your employer, namely the University School of Physical Education in Wrocław, informs candidates about the recruitment process, selection criteria, number of available positions, prospects of professional development as well as strengths and weaknesses of CVs?

For **question 15** in 2022, the majority of respondents answered positively (61%). Compared to the 2017 survey, the number of 'definitely yes' responses increased by 2% and 'rather yes' responses decreased by 1%. The number of 'rather no' responses decreased by 2%. The number of 'definitely not' responses was the same (4%) as in the previous survey (Fig. 15).

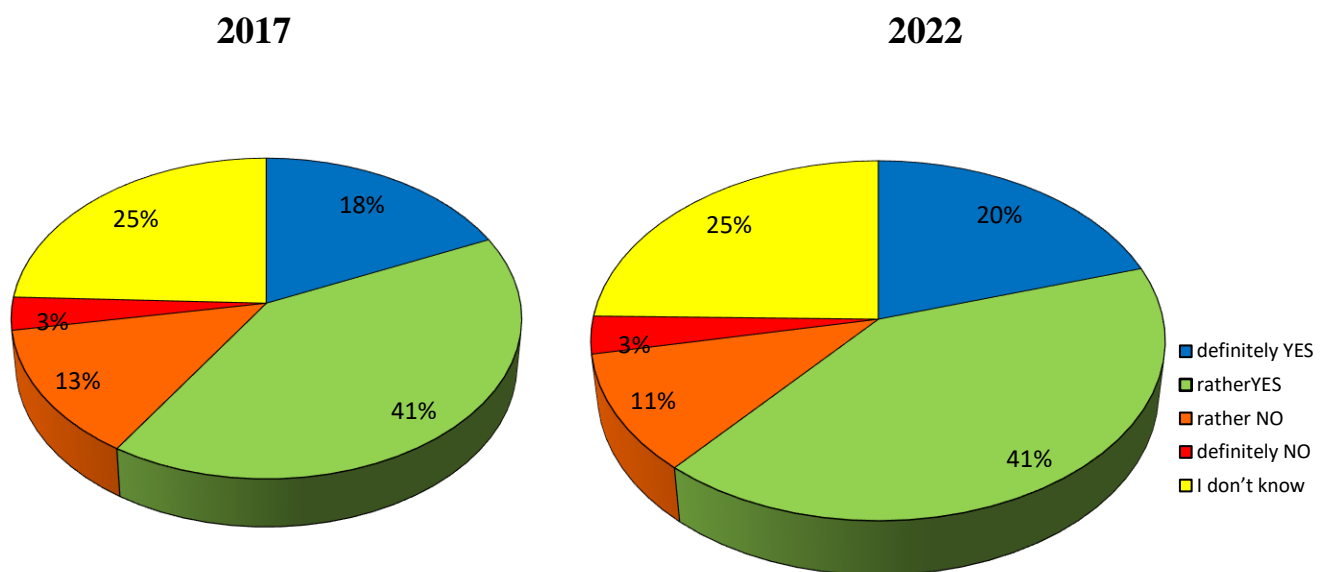


Figure 16. Merit evaluation

Question 16: Does your employer, namely the University School of Physical Education in Wrocław, evaluates merits in quantitative and qualitative aspect (focusing not only on the number of publications, contributions to patents, compilations or inventions, but also on outstanding results achieved during a varied career of researcher)?

For **question 16** in 2022, the majority of respondents answered positively (61%). There was an increase of 2% in the number of 'definitely yes' responses and 'rather yes' responses were the same as in the 2017 survey. The number of 'rather no' responses decreased by 2%. 'Definitely not' (3%) and 'don't know' (25%) responses were the same as in the previous survey (Fig. 16).

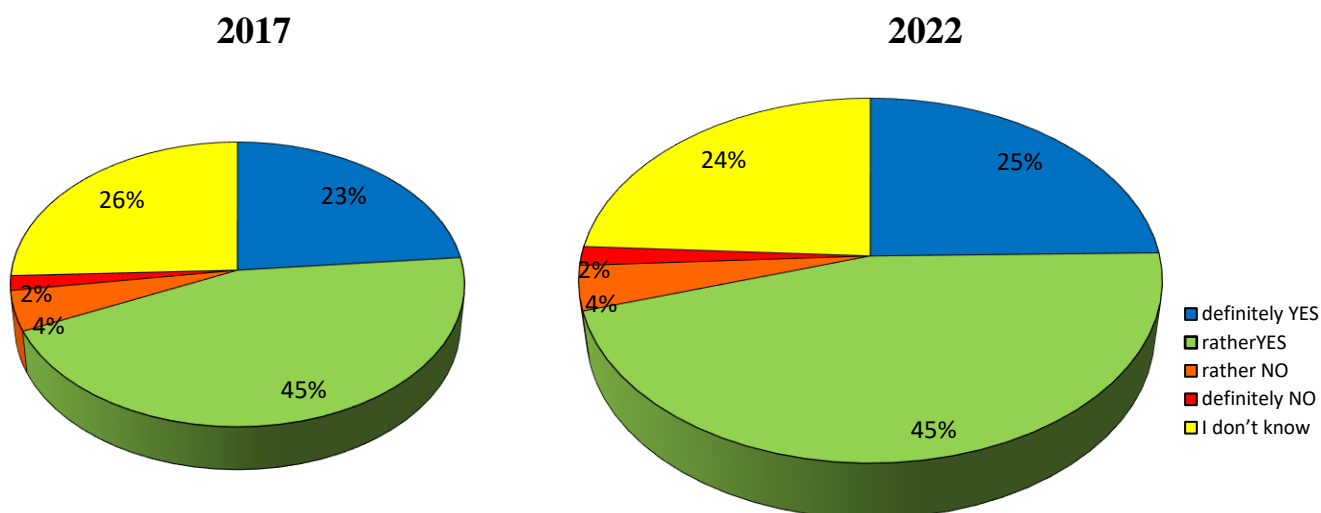


Figure 17. Recognition of multidimensional achievements

Question 17: Does your employer, during the recruitment process, enables candidates pursuing multi-dimensional career path filing CVs supported by evidence (which reflect representative range of achievements and qualifications significant in terms of the position being applied for)?

Question 17 was answered positively by the majority of respondents in 2022 (70%). There was an increase of 2% in the number of 'definitely yes' responses and 'rather yes' responses were the same as in the 2017 survey. The number of 'don't know' responses decreased by 2%. There was no change in the proportion of negative 'rather not' and 'definitely not' responses, which together accounted for 6% of all responses in both surveys (Fig. 17).

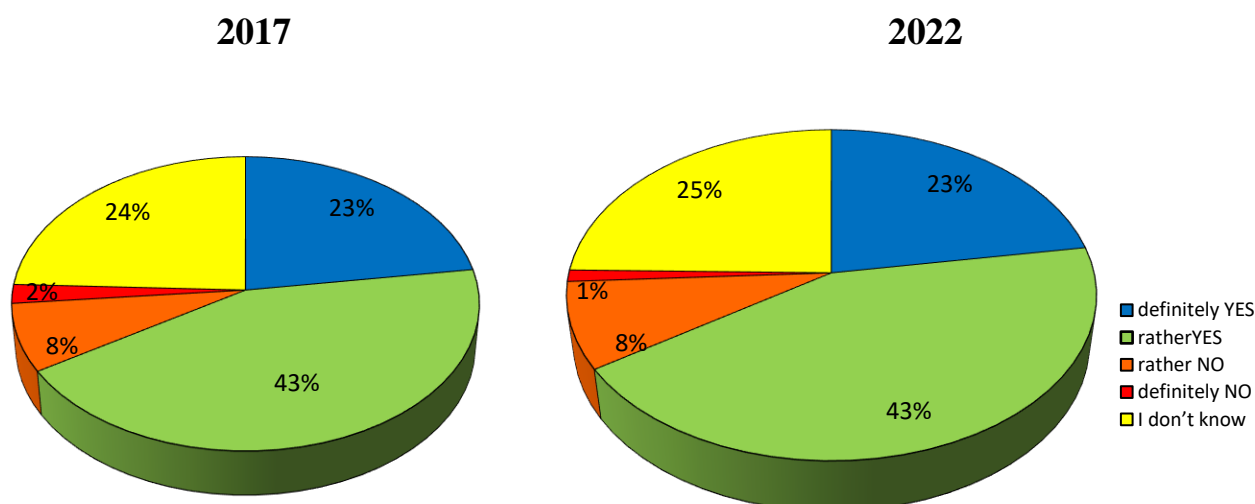


Figure 18. Recognition of mobility experience

Question 18: Does your employer perceives any experiences in the scope of mobility (residence in another country/region or another scientific environment in public or private sector), change of discipline or sector as a part of preliminary research training or at a later stage of scientific career or any experience in the scope of virtual mobility as a valuable contribution to professional development?

For question 18 in 2022, the majority of respondents answered positively (66%). The number of "definitely yes" "rather yes" and "rather no" did not change compared to the 2017 survey. The number of 'don't know' responses increased by 1% and the number of 'definitely not' responses decreased by 1% (Fig. 18).

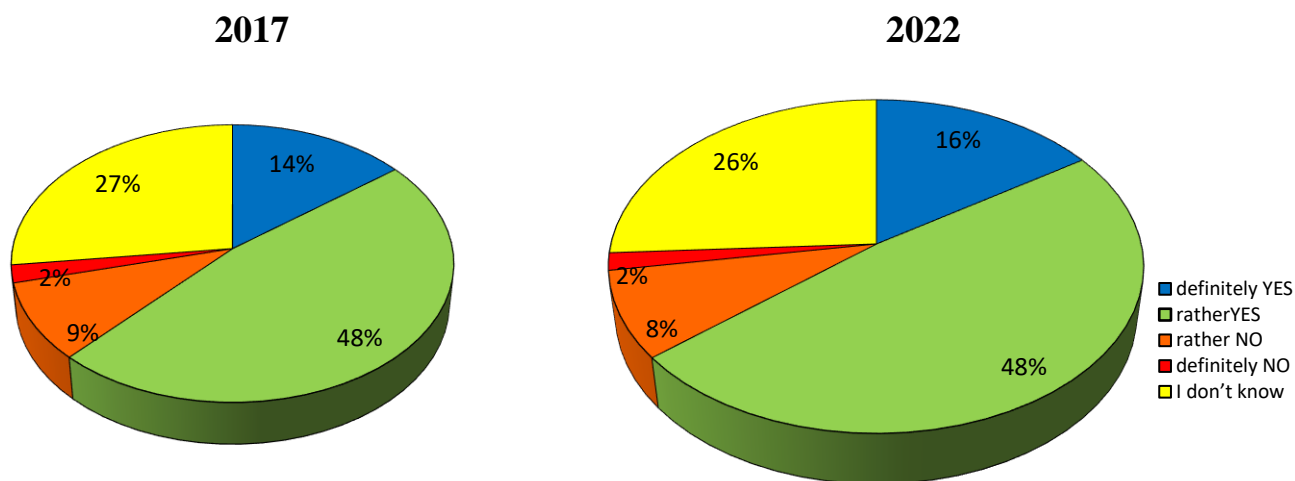


Figure 19. Recognition of professional and informal qualifications

Question 19: Does your employer provides for appropriate evaluation of academic and professional qualifications, including informal qualifications, to any researcher, particularly in the context of international and professional mobility?

Question 19 was answered positively by the majority of respondents in 2022 (64%). The number of 'definitely yes' responses increased by 2% and 'rather yes' was the same as in the 2017 survey. The numbers of both 'don't know' and 'rather not' responses decreased by 1%. There was no change in the percentage of 'definitely not' responses, which was 2% in both surveys (Fig. 19).

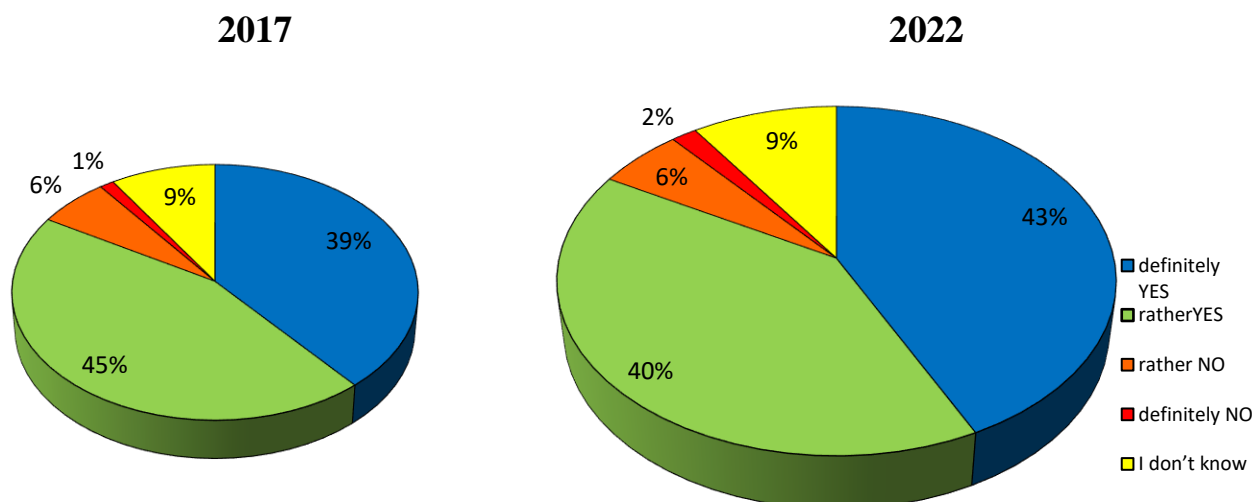


Figure 20. Determination of qualifications required for a given job position

Question 20: *Did your employer specify required level of basic qualifications corresponding to requirements of a job being applied for?*

For **question 20** in 2022, the majority of respondents answered positively (83%). The number of 'definitely yes' responses increased by 4% and 'rather yes' responses decreased by 5% compared to the 2017 survey. There was no change in the percentage of 'don't know' and 'rather not' responses, while the number of 'definitely not' responses increased to 1% (Fig. 20).

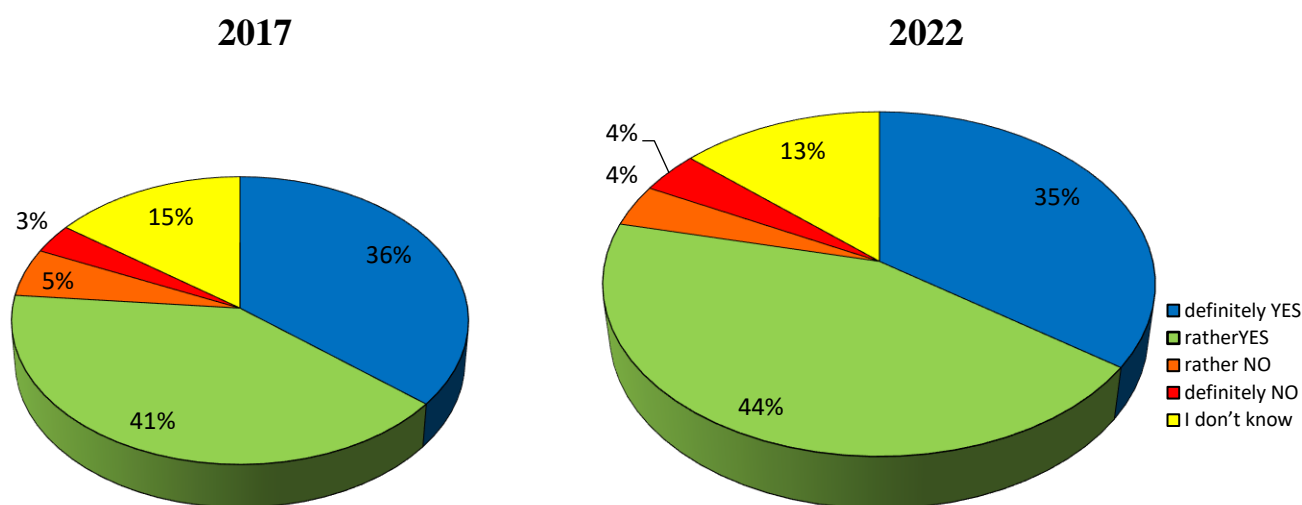


Figure 21. Recruitment rules for employees with a PhD degree

Question 21: *Did your employer specify clear principles and distinct instructions in the scope of recruitment and appointment of researchers with the title of doktor (Ph.D.) (including maximum period of holding such position as well as the purposes of appointment)?*

For **question 21** in 2022, the majority of respondents answered positively (79%). Compared to the 2017 survey, there was a 1% increase in the number of 'definitely yes' responses and a 3% increase in 'rather yes' responses. The number of 'don't know' responses decreased by 2%. There was no change in the total percentage of negative 'rather not' and 'definitely not' responses, which together accounted for 8% of all responses in both surveys (Fig. 21).

III. Working conditions and social security

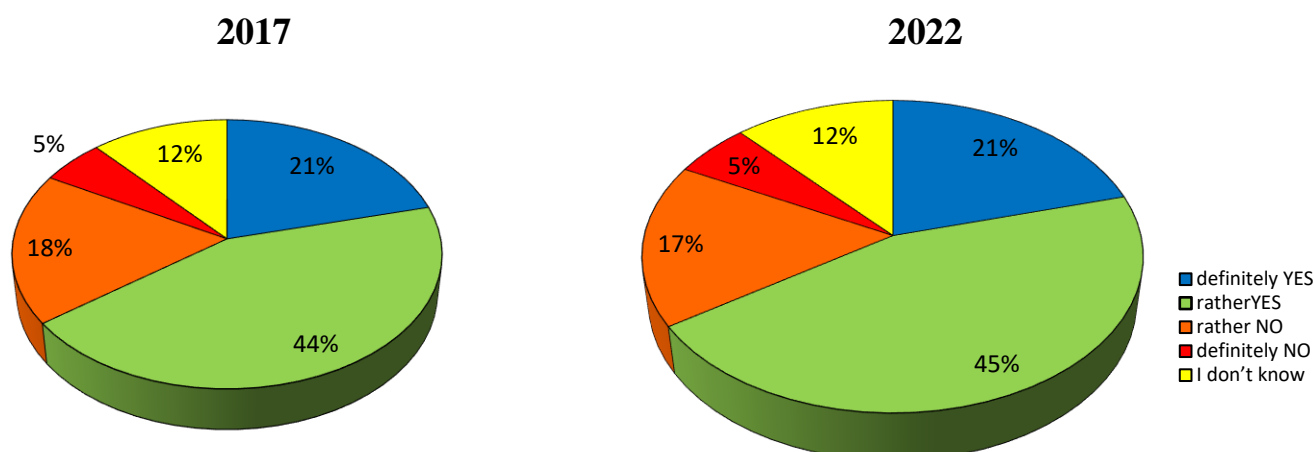


Figure 22. Recognition of the profession

Question 22: Are all researchers in the University School of Physical Education in Wrocław, at any stage of career, perceived as professionals and treated accordingly?

For **question 22** in 2022, the majority of respondents answered positively (66%). There was a 1% increase in the number of 'rather yes' responses and 'definitely yes' responses were the same as in the 2017 survey. The number of 'rather no' responses decreased by 1%. There was no change in the percentage of 'don't know' and 'definitely not' responses (Fig. 22).

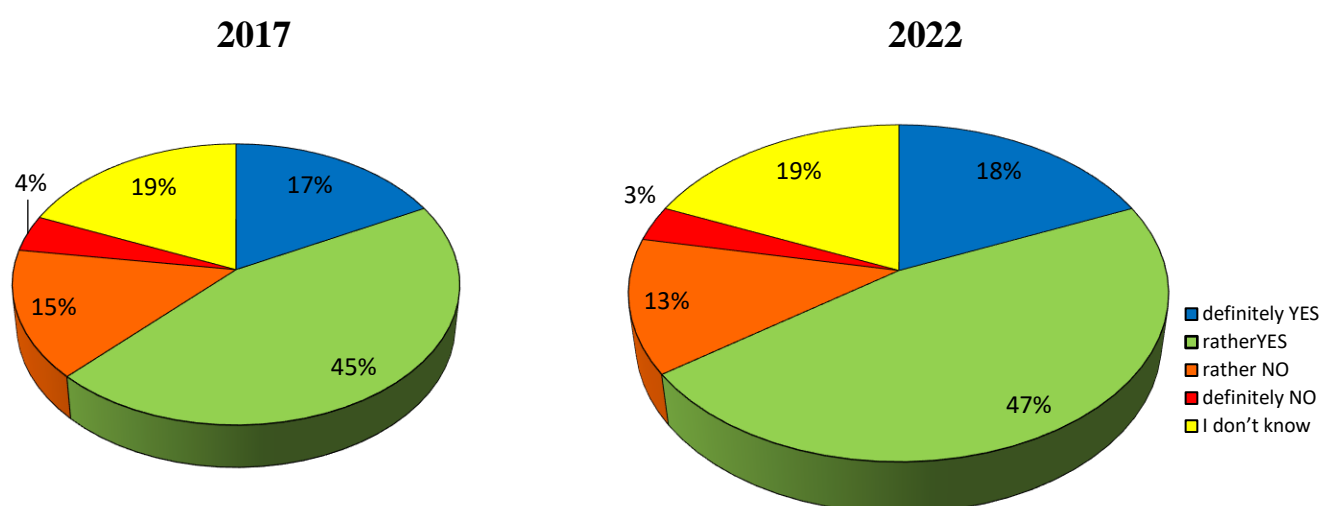


Figure 23. Research and scientific training environment

Question 23: Does your employer ensure creation of the most stimulating environment for research or scientific training, providing appropriate equipment, objects and opportunities, including remote cooperation by research networks, and does it comply with domestic and sectoral Health and Safety regulations?

Question 23 was answered positively by the majority of respondents in 2022 (65%). Compared to the 2017 survey, there was a 1% increase in the number of 'definitely yes' responses and a 2% increase in 'rather yes' responses. There was no change in the percentage of 'don't know' responses, which was 19% in both surveys. The combined percentage of negative 'rather not' and 'definitely not' responses decreased from 19% to 16% (Fig. 23).

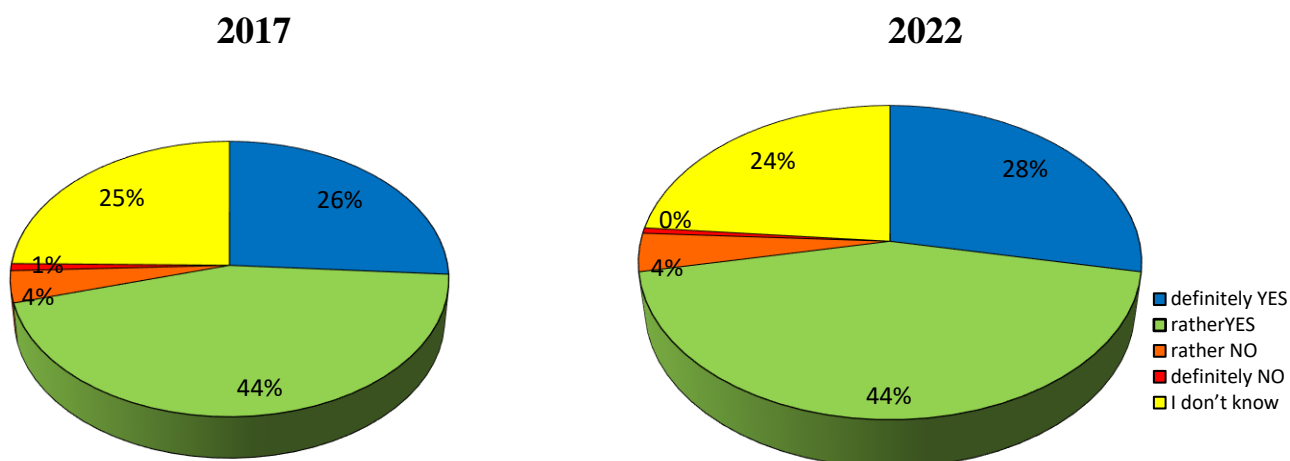


Figure 24. Working conditions

Question 24: Does your employer provides for flexible occupational conditions to researchers, including disabled researchers according to applicable domestic regulations and domestic or sectoral collective agreements, in order to achieve effective results of research?

For question 24 in 2022, the majority of respondents answered positively (72%). There was a 2% increase in the number of 'definitely yes' responses ", and "rather yes" was the same as in the 2017 survey. The number of 'don't know' and 'definitely not' responses decreased by 1%. There was no change in the percentage of 'rather not' responses (Fig. 24).

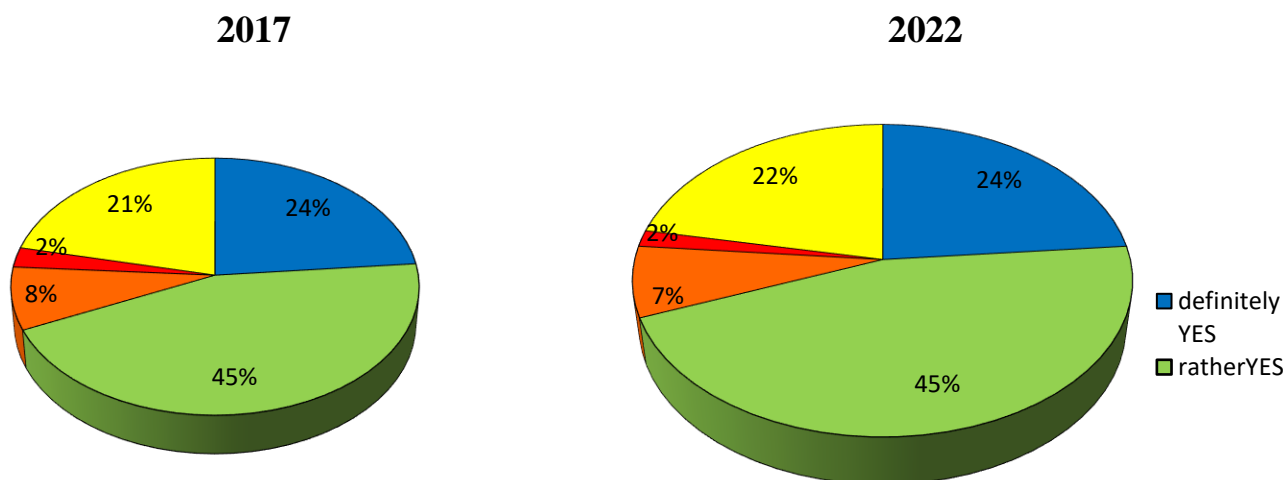


Figure 25. Stabilization and permanent employment

Question 25: Does your employer ensures stable conditions of employment for research staff, realising and complying with the principles and conditions specified in the EC Directive on employment for a definite period?

Question 25 was answered positively by the majority of respondents in 2022 (69%). There were the same number of 'definitely yes', 'rather yes' and 'definitely no' responses as in the 2017 survey. The number of 'rather no' responses decreased by 1% and the number of 'don't know' responses increased by 1% (Fig. 25).

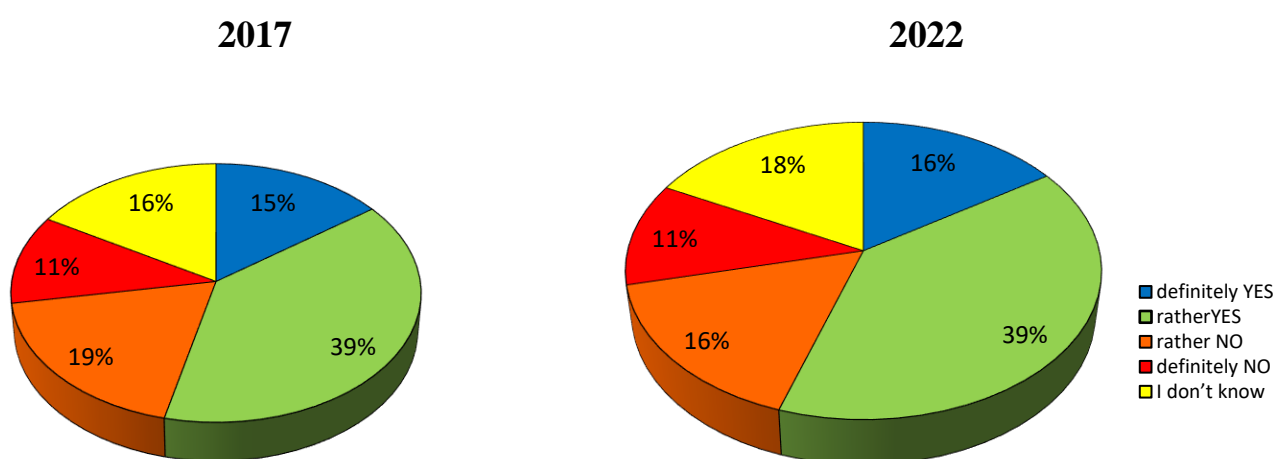


Figure 26. Salaries and social benefits

Question 26: Does your employer provides researchers, at any stage of career, with just and attractive remuneration together with appropriate and just benefits in the scope of social insurance, according to applicable domestic regulations and domestic or sectoral collective agreements (including sickness benefit and family allowance, retirement rights and unemployment allowance)?

More than half of respondents answered positively (55%) to **question 26** in 2022. There was a 1% increase in the number of 'definitely yes' responses, and "rather yes" was the same as in the 2017 survey. The number of 'don't know' responses increased by 2% and the number of 'rather not' responses decreased by 3%. There was no change in the percentage of responses "definitely not" (Fig. 26).

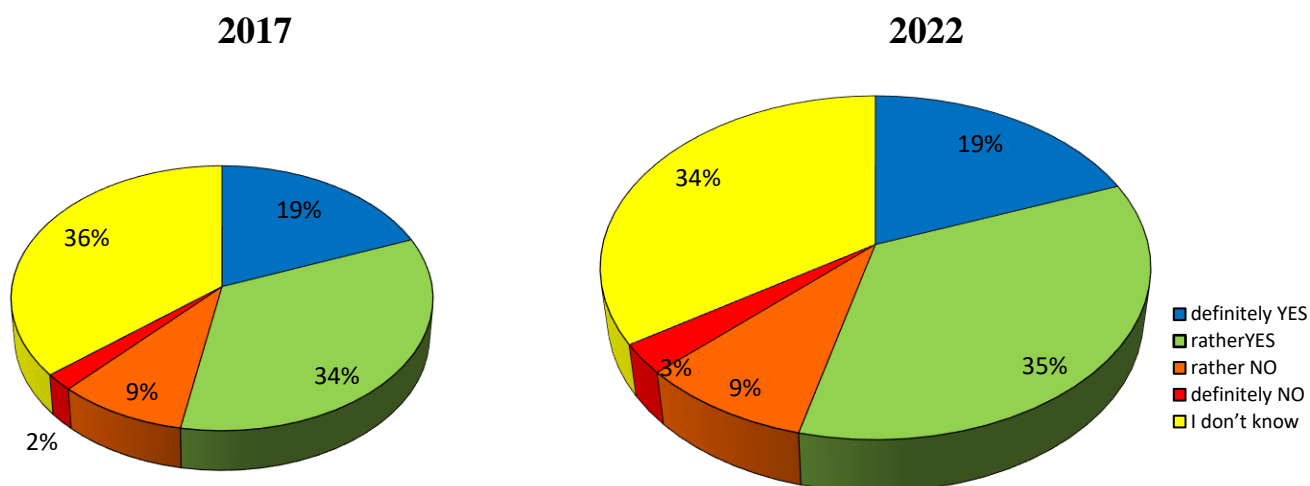


Figure 2. Gender balance

Question 27: Does your employer, namely the University School of Physical Education in Wrocław, pursue the goal of ensuring representative gender balance at each staff level, including the level of supervisors and managers?

For **question 27** in 2022, more than half of respondents answered positively (54%). The number of 'rather yes' responses increased by 1% and 'definitely yes' was the same as in the 2017 survey. The number of 'don't know' responses increased by 2%. There was no change in the percentage of 'rather not' responses and 'definitely not' increased by 1% (Fig. 27).

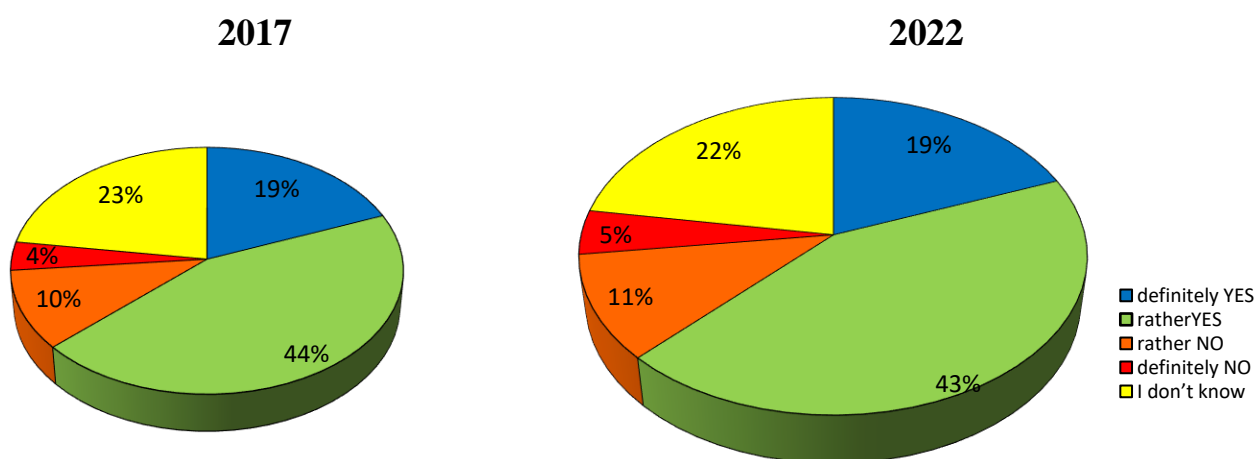


Figure 28. Career development strategy

Question 28: Does the University School of Physical Education in Wrocław ensure that there is a certain strategy of development of professional career, as a part of the human resources management policy, available to any researcher at any stage of career?

For **question 28** in 2022, more than half of the respondents answered positively (62%). The number of 'definitely yes' responses was unchanged, but the number of 'rather yes' responses decreased by 1% compared to the 2017 survey. The number of 'don't know' responses decreased by 1% and the numbers of 'rather not' and 'definitely not' responses increased by 1% (Fig. 28).

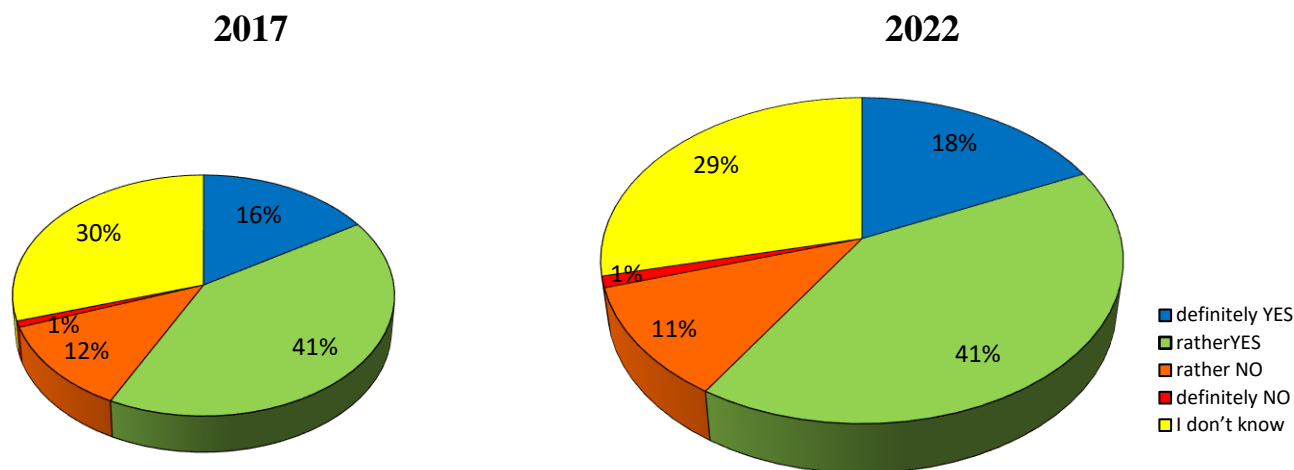


Figure 39. Recognition of mobility

Question 29: Does your employer recognise the value of geographic, inter-sectoral, inter-disciplinary, trans-disciplinary and virtual mobility as well as mobility between private and public sector as an important means of expanding scientific knowledge and supporting professional development of researchers at any stage of career?

In 2022, more than half of the respondents answered positively (59%) to **question 29**. The number of 'definitely yes' responses increased by 2% and 'rather yes' was unchanged compared to the 2017 survey. The number of 'don't know' and 'rather not' responses decreased by 1%. There was no change in the proportion of 'definitely not' responses, which was 1% in both surveys (Fig. 29).

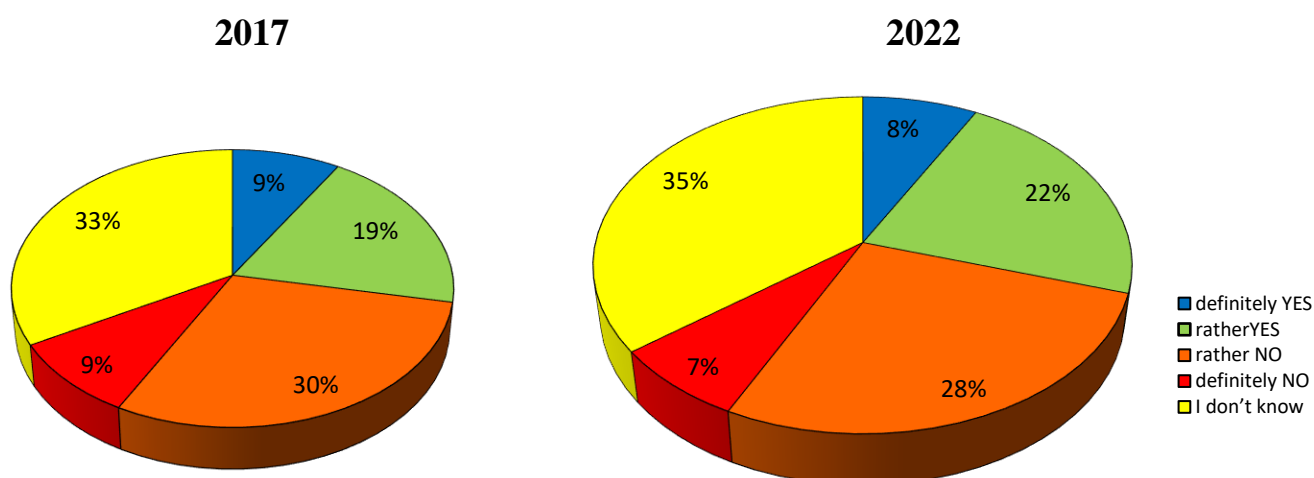


Figure 30. Access to career counselling

Question 30: Does your employer provides researchers at any stage of professional career, notwithstanding their contractual situation, with career counselling and assistance in finding jobs, at relevant institutions or as a part of cooperation with other organisations?

For **question 30** in 2022, 30% of respondents answered positively. This was 2% more than in 2017. The number of 'definitely yes' responses decreased by 1% and 'rather yes' increased by 3%. The proportion of 'don't know' responses increased by 2%. The combined proportion of negative 'rather not' and 'definitely not' responses decreased from 39% to 35% (Fig. 30).

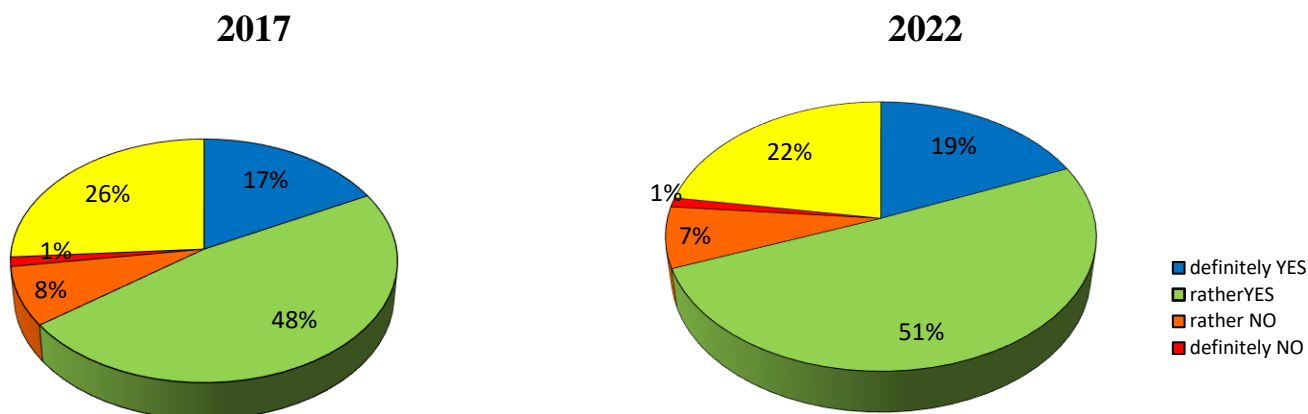


Figure 31. Protection of Intellectual Property Rights

Question 31: Does your employer provides researchers at any stage of career with opportunities to enjoy benefits (if possible) from using their results in the scope of research and development through legal protection and, in particular, through appropriate protection of intellectual property rights, including copyrights?

For **question 31** in 2022, the majority of respondents answered positively (70%). This was 5% more than in 2017. The number of 'definitely yes' answers increased by 2% and 'rather yes' increased by 3%. The proportion of 'don't know' responses decreased by 4% and 'rather not' by 1%. There was no change in the proportion of "definitely not" responses, which was 1% in both surveys (Fig. 31).

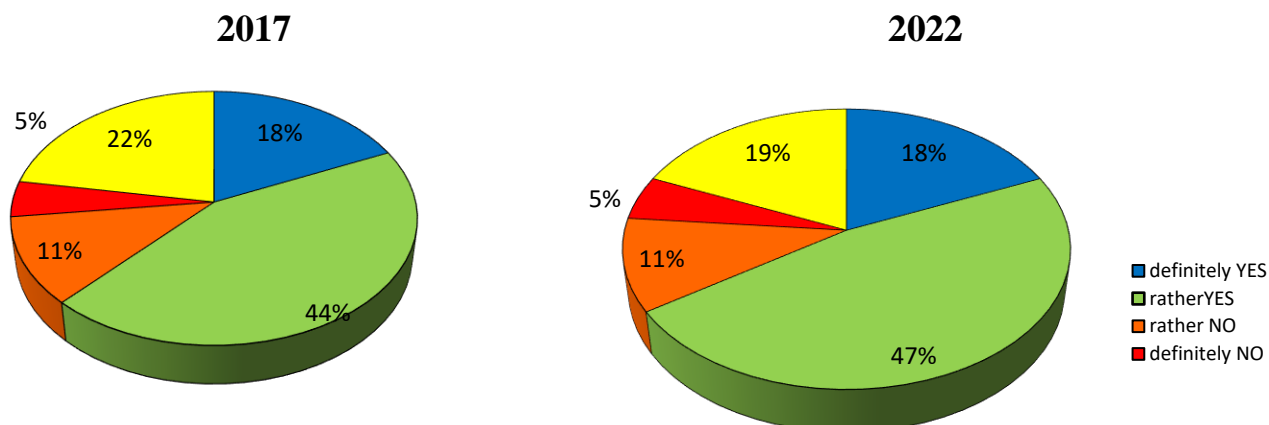


Figure 32. Co-authorship

Question 32: Did your employer develop strategies, practices and procedures providing researchers, including early-stage researchers, with necessary framework conditions as to enable them to exercise their right to be recognised and listed and/or quoted in the context of actual contribution being provided, as co-authors of papers, patents etc. or from the right to publication of their research results, independently from their supervisors?

The majority of respondents answered positively (65%) to **question 32** in 2022. This was 3% more than in 2017. The number of 'definitely yes' responses did not change, while the number of 'rather yes' responses increased by 3%. The proportion of 'don't know' responses decreased by 3%. There was no change in the proportion of negative 'definitely not' and 'rather not' responses, which were 5% and 11% respectively in both surveys (Fig. 32).

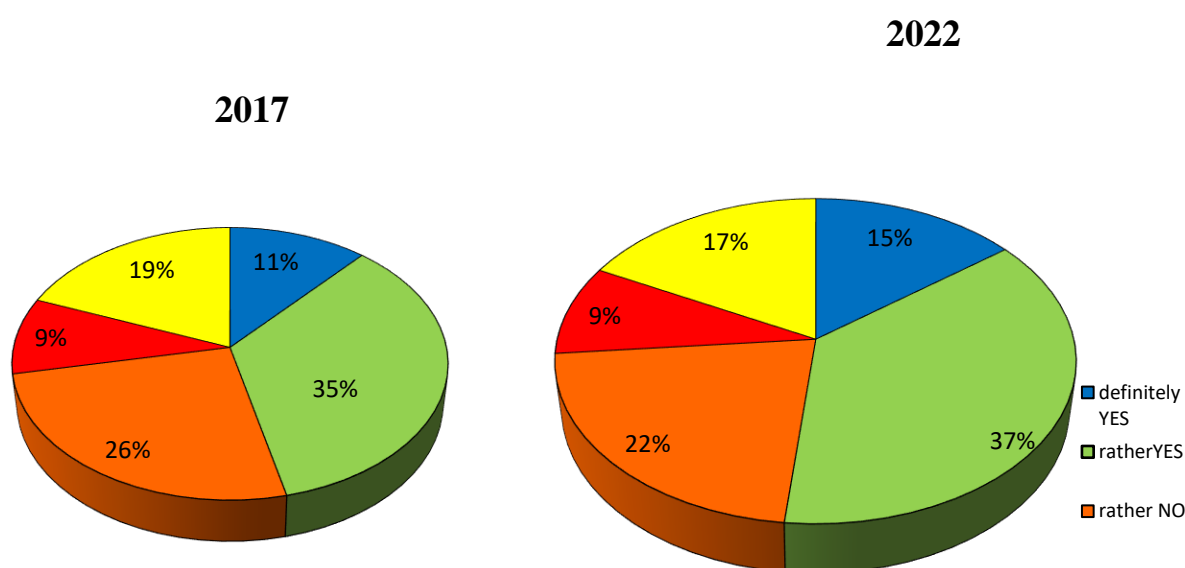


Figure 33. Recognition of commitment in terms of responsibilities and in the teaching process

Question 33: Does your employer ensure that occupational responsibilities are appropriately remunerated and taken into account in employee evaluation systems, and that time devoted for training early-stage researchers by senior research staff is recognised as a part of their commitment to the teaching process?

Question 33 was answered positively by 52% of respondents in 2022. This was 6% more than in 2017. The number of 'definitely yes' responses increased by 4%, while 'rather yes' increased by 2%. The proportion of 'don't know' responses decreased by 2%. There was no change in the proportion of negative 'definitely not' responses, while 'rather not' decreased from 26% to 22% (Fig. 33).

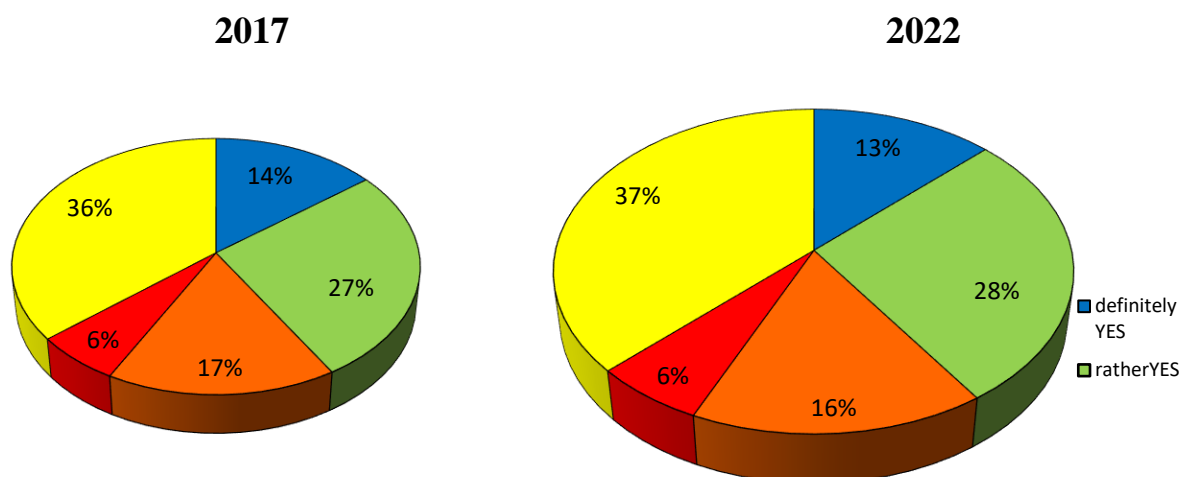


Figure 34. Complaints / appeals

Question 34: Does your employer specify, according to domestic principles and regulations, appropriate procedures, designated an impartial person (in the form of ombudsman) who handles complaints/appeals of researchers, including issues pertaining to conflicts between supervisors and early-stage researchers?

Question 34 was answered positively by 41% of respondents in 2022, which was the same as in 2017. The number of 'definitely yes' responses decreased by 1%, while the number of 'rather yes' responses increased by 1%. The proportion of 'don't know' responses increased by 1% and the proportion of 'rather not' responses also decreased by 1%. There was no change in the proportion of negative "definitely not" responses, which was 6% in both surveys (Fig. 32).

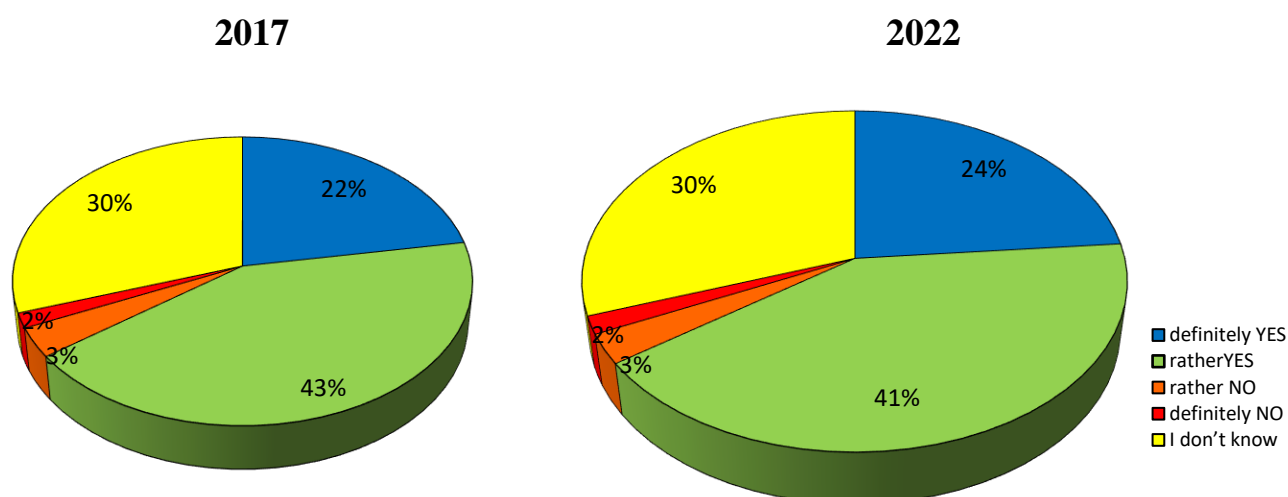


Figure 35. Impact on decision-making bodies

Question 35: Does your employer recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and represent their individual and collective interests as professionals and to actively contribute to the work of the institution?

Question 35 was answered positively by the majority of respondents in 2022 (65%). This was the same as in 2017. The number of 'definitely yes' responses increased by 2%, while the number of 'rather yes' responses decreased by 2%. Compared to the previous survey, there was no change in the percentage of remaining 'don't know' (30%), 'rather not' (3%) and 'definitely not' (2%) responses (Fig. 35).

IV. Training

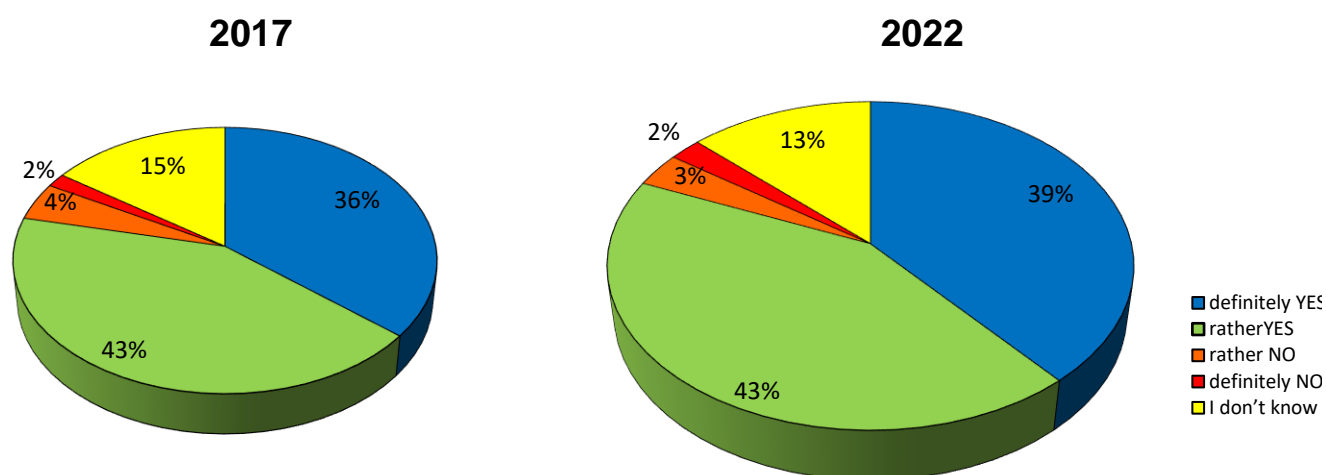


Figure 36. Relations with a scientific supervisor

Question 36: Does the University School of Physical Education in Wroclaw established and organised regular forms of contact for doctoral students and their supervisors and representatives of the field/faculty to fully enjoy such relationships?

The majority of respondents answered positively (82%) to **question 36** in 2022. This was 3% more than in 2017. The number of 'definitely yes' answers increased by 3%, while the number of 'rather yes' answers did not change (43%). There was a 2% decrease in the proportion of 'don't know' responses and a 1% decrease in 'rather not' responses. There was no change in the proportion of negative 'definitely not' responses, which was 2% in both surveys (Fig. 36).

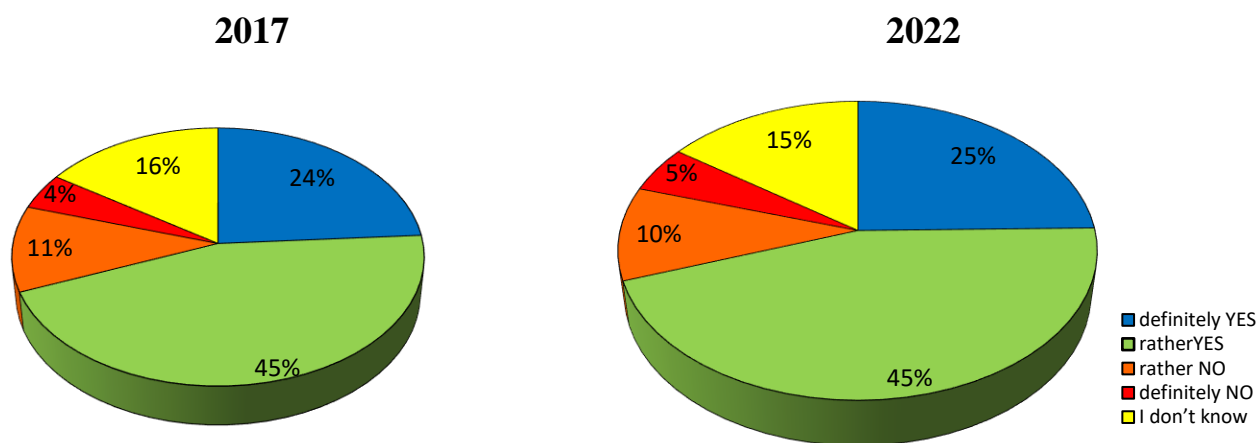


Figure 37. Supervision and management responsibilities

Question 37: Do senior researchers at the University School of Physical Education in Wroclaw devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators, performing these tasks according to the highest professional standards and build up a constructive and positive relationship with the early-stage researchers?

The majority of respondents answered positively (70%) to **question 37** in 2022. This was 1% more than in 2017. The number of 'definitely yes' responses increased by 1%, while 'rather yes' was unchanged at 45% in both surveys. The proportion of 'don't know' responses decreased by 1%. There was no change in the total proportion of negative 'definitely not' and 'rather not' responses, which was 15% in both surveys (Fig. 37).

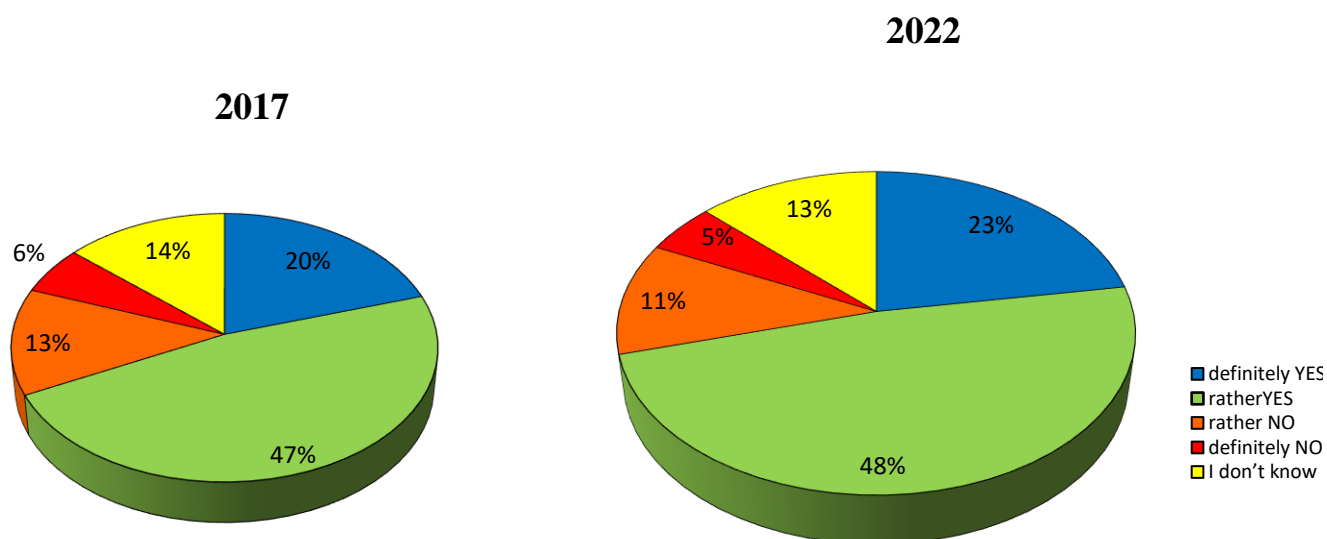


Figure 38. Support in scientific development

Question 38: Does your employer support researchers at any stage of professional career with respect to continuous development and raising professional skills and qualifications, giving them opportunities to participate in conferences, training sessions and other forms of education?

Question 38 was answered positively by 53% of respondents in 2022. This was 3% more than in 2017. The number of 'definitely yes' answers increased by 1%, while 'rather yes' increased by 2%. There was no change in the proportion of 'don't know' (26%) and 'definitely not' (7%) responses. The number of 'rather not' responses decreased from 17% to 14% (Fig. 38).

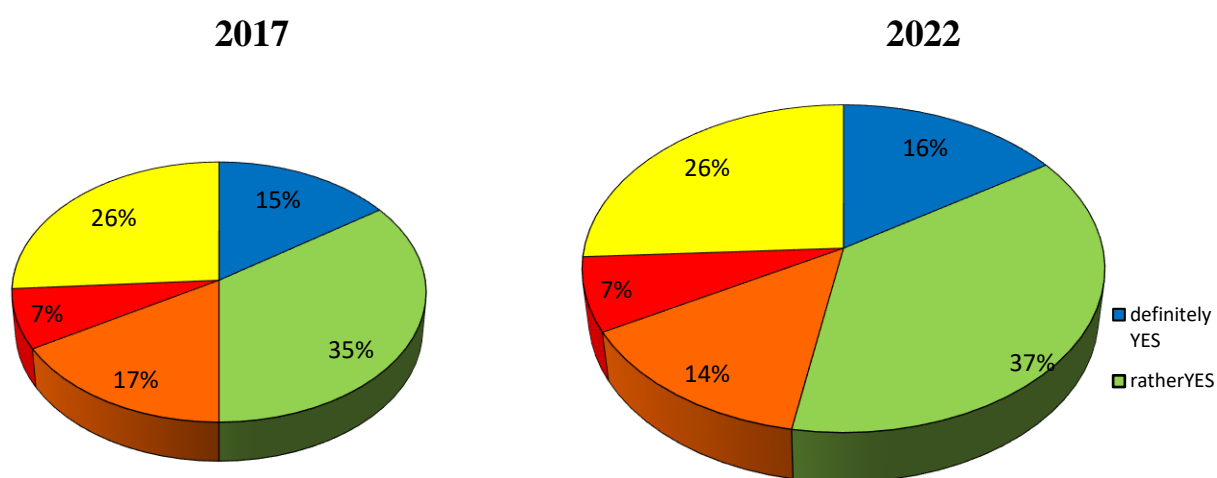


Figure 39. Access to measures to develop skills and qualifications

Question 39: Does your employer provides researchers, at any stage of professional career and notwithstanding their contractual situation, with opportunities for professional development and increasing their chances of finding a job by giving them access to means enabling them to continuously develop their skills and qualifications?

Question 39 was answered positively by 53% of respondents in 2022. This was 3% more than in 2017. The number of 'definitely yes' responses increased by 1%, while the number of 'rather yes' responses increased by 2%. There was no change in the proportion of 'don't know' responses (26%). There was no change in the proportion of negative 'definitely not' responses (7%), while the proportion of 'rather not' responses decreased by 3% (Fig. 39).

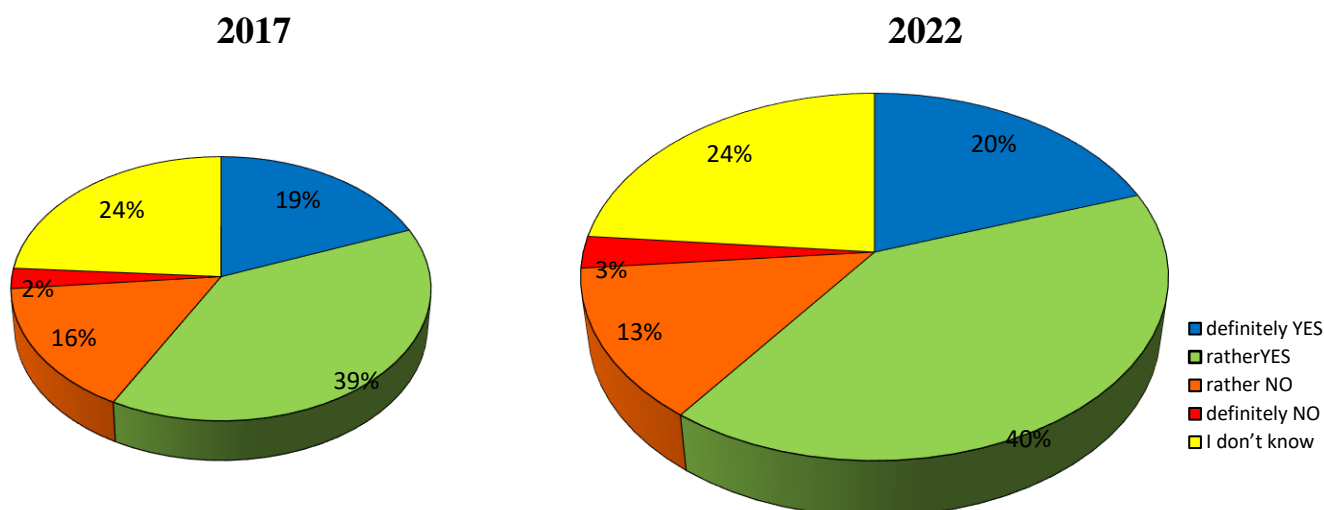


Figure 4. Scientific care

Question 40: Did your employer designate a supervisor, sufficiently expert in supervising research, and having the time, knowledge, experience, expertise and commitment enabling him/her to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms?

For **question 40** in 2022, the majority of respondents answered positively (60%). This was 2% more than in 2017. The numbers of 'definitely yes' and 'rather yes' responses increased by 1%. There was no change in the proportion of 'don't know' responses (24%). The total proportion of negative 'definitely not' and 'rather not' responses decreased from 18% to 16% (Fig. 40).

4. ACTION PLAN FOR 2025-2027

WITH HR EXCELLENCE IN RESEARCH PERFORMANCE INDICATORS

Activities implemented (2018-2023) and activities planned for 2024-2027

Completed

Not completed

New

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
REMEDIAL ACTIONS										
30.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	Extending the Career Office's tasks to career counselling for doctoral students and young researchers, and implementing a system for disseminating information on career counselling. Preparation of a career development strategy for researchers at every stage of their professional career, regardless of the agreement signed.	The Rector The Career and Entrepreneurship Office	February 2020	IN PROGRESS	The competences of the Career Office were extended to include career counselling. The prepared Regulations of the Career Office have not yet been implemented due to the change in the organizational structure of the university and the change in the organization of work during the pandemic	December 2021	IN PROGRESS	The career development strategy for R1 scientists is specified in the Regulations of the Doctoral School (Senate Resolution No. 29/2019 of May 23, 2019). The career development strategy for scientists at the R2-R4 stage of their professional careers, despite the signed contract, has not been established. This is due to the university's restructuring in 2022 and the introduction of Leading Research Teams. The teams are intended to take responsibility for supporting scientists at all career stages	December 2025

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		Information about available training and career counselling on the University's website.							and to begin developing a career development strategy. After receiving an unsatisfactory result from our internal analysis (30% positive responses), we have decided to launch a more extensive promotional campaign for the Career Office activities. This will focus on career counseling and training, especially targeting employees from the R1-R2 groups. Information about the career counseling offer for new employees will be added to the guide and additional promotional materials will be developed.	
34.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	Appointment of the position of an Ombudsman - enabling employees to settle disputes amicably Preparation of rules for appointing people to the position of an Ombudsman and the scope of its duties	The Rector	February 2020	COMPLETED	Rector's Order No. 53/2018 of September 7, 2018 on: appointment of the Employee Rights Ombudsman		COMPLETED		

PLANNED					IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
40.	TRAINING	Appointment of the position of an Academic Supervisor at the University Preparation of rules for appointing people to the position of an academic supervisor and the scope of its duties	The Rector	February 2020	COMPLETED	Rector's Order No. 74/2019 of October 1, 2019. on: the establishment of the Scientific College of the University School of Physical Education in Wrocław and the appointment of its Chairman		COMPLETED		
								SELF-DEVELOPMENT ACTIONSzakończyć		
2.	ETHICAL AND PROFESSIONAL ASPECTS	Making a set of national and university guidelines on ethical issues in the area of Higher Education available on the University's website Informing scientific employees and doctoral students of the University School of Physical Education in Wrocław (Polish: AWF) about the materials made available on the website.E-mail	The University Promotion Office, Deans, Department Managers	December 2019	COMPLETED	Almost 90% of employees positively assess the compliance with ethical principles at the University		COMPLETED		

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>messages will be sent to employees' addresses and they will contain information about materials to be downloaded from the University's website. The information about the documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials on ethical principles from the website of the University School of Physical Education</p>								
5.	ETHICAL AND PROFESSIONAL ASPECTS	Providing information regarding national, sectoral and institutional regulations governing training and/or working conditions (including provisions on	<p>The University Promotion Office</p> <p>Deans, Department Managers</p>	December 2019	IN PROGRESS	76% of employees positively assess compliance with regulations in the area of trainings and/or working conditions. The	December 2021	COMPLETED	<p>79% of employees positively assess compliance with regulations regarding training and/or working conditions.</p> <p>The employee information campaign has been intensified. New dispositions from the Rector, resolutions from the Senate and the Scientific College, as well as updates on training courses,</p>	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>intellectual property rights, requirements and terms of funders) on the University's website</p> <p>Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website e-mail messages with information about materials to be downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials on obligations under the agreement or regulations from the</p>				periodic evaluation sheet for scientific employees is being modified due to changes to the new Act on Higher Education			<p>are sent to employee mailboxes on a weekly basis. Additionally, information is being shared during Faculty Council and Leading Research Teams meetings.</p> <p>The Scientific College (Rector's Disposition No. 74/2019 of October 1, 2019) and the Heads of Leading Research Teams (Rector's Disposition No. 112/2022 of November 17, 2022, No. 123/2022 of December 9, 2022, No. 124/2022 of December 12, 2022) have been appointed.</p> <p>The periodic evaluation card for scientific employees has been modified (Senate Resolution No. 2/2022 of January 27, 2022)</p>	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		website of the University School of Physical Education Modification of the periodic evaluation sheet for scientific employees.								
6	ETHICAL AND PROFESSIONAL ASPECTS	Providing information on the University's website regarding national, sectoral and institutional regulations governing the principles of careful, clear and effective financial management, as well as obligations to cooperate with all authorities authorized to inspect their research. Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website e-mail messages with information about materials to be	The University Promotion Office Deans, Department Managers	December 2019	IN PROGRESS	Almost 90% of employees positively assess compliance with the principles of financing research at the University. Good practices code of a scientific supervisor is being implemented	December 2021	COMPLETED	76% of employees positively assess compliance with the principles of financing scientific research at the University. The employee information campaign has been intensified. New directives from the Rector, resolutions from the Senate and the Scientific College, and details about available training courses are sent to employee mailboxes on a weekly basis. Additionally, information is provided during Faculty Council and Leading Research Teams meetings. Additional information is provided during the monthly meetings of the Leading Research Teams. Procedures for applying, financing and settling scientific projects and internships financed from	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials on obligations under the agreement or regulations from the website of the University School of Physical Education</p> <p>Development and implementation of the "Good practices code of a scientific supervisor"</p>							<p>internal and external funds have been developed.</p> <p>The accounting policy has been introduced (Rector's Disposition No. 23/2021 of March 29, 2021). Regulations have been introduced for applying for financing/co-financing of projects from external sources and preparing reports on their implementation (Rector's Disposition No. 89/2018 of December 20, 2018).</p> <p>The Employee Code of Ethics has been implemented (Senate Resolution No. 9/2024 of February 29, 2024).</p>	
8.	ETHICAL AND PROFESSIONAL ASPECTS	Providing information on the University's website regarding national, sectoral and institutional regulations	The University Promotion Office	December 2019	IN PROGRESS	81% of employees positively assess compliance with the principles of disseminating and using of results research at the	December 2021	COMPLETED	83% of employees positively assess compliance with the principles of dissemination and using research results at the University.	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>governing the dissemination and use of research results.</p> <p>Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website. E-mail messages with information about materials to be downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials on the dissemination and use of research results from the website of the</p>	Deans, Department Managers			University. Good practices code of a scientific supervisor is being implemented			<p>The employee information campaign has been intensified. New directives from the Rector, resolutions from the Senate and the Scientific College, and details about available training courses are sent to employee mailboxes on a weekly basis. Additionally, information is provided during Faculty Council and Leading Research Teams meetings.</p> <p>The Employee Code of Ethics has been implemented (Senate Resolution No. 9/2024 of February 29, 2024).</p>	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		University School of Physical Education Development and implementation of the "Good practices code of a scientific supervisor"								
12.	RECRUITMENT AND EVALUATION	Preparation and implementation of an announcement draft and a recruitment application draft (including criteria and rules for the evaluation of candidates - Recruitment Regulations, competition), which will include rules that facilitate the access for groups in a more difficult position or researchers returning to a career in teaching, including teachers (at every level of the education system) returning to a career in teaching.	Department of Payroll and Employee Affairs, Legal Department, The Senate, The University Promotion Office, Deans, Department Managers	June 2021	IN PROGRESS	A new announcement draft, a recruitment application draft and the Recruitment Regulations have been prepared, which are awaiting approval and implementation by the University authorities.	December 2021	COMPLETED	75% of employees positively assess the standards in the process of recruiting and employing researchers at the University. A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented.	

PLANNED					IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
13.	RECRUITMENT AND EVALUATION	<p>Preparation and implementation of an announcement draft and a recruitment application draft (including criteria and rules for the evaluation of candidates - Recruitment Regulations, competition) and supplementing the rules for conducting competitions for individual positions at the University for the procedure of informing candidates about weaknesses and strengths of their applications.</p> <p>Preparation and publishing of the OTM-R rules on the University's website</p> <p>Adding the Regulations and the OTM-R rules to recruitment announcements</p> <p>Preparation of a new Development Strategy for the</p>	<p>Department of Payroll and Employee Affairs,</p> <p>Legal Department,</p> <p>The Senate,</p> <p>The University Promotion Office,</p> <p>Deans, Department Managers</p>	June 2021	IN PROGRESS	<p>A new announcement draft, a recruitment application draft and the Recruitment Regulations have been prepared, which are awaiting approval and implementation by the University authorities.</p>		COMPLETED	<p>71% of employees positively assess the transparency of the University's recruitment procedures.</p> <p>A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented.</p> <p>The OTM-R Policy and the OTM-R Guide were developed and implemented.</p> <p>A new University development strategy has been prepared.</p> <p>A new template for periodic teacher evaluation has been developed, taking into account the recognition of mobility and research stays outside the home university (Senate Resolution No. 2/2022 of January 27, 2022).</p> <p>A procedure for the employment or renaming of academic teachers in the group of research and research and teaching staff has been introduced</p>	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		University and including in the document the conditions for employment and work that should determine open, effective, clear recruitment procedures that provide support, are comparable at the international level, and adapted to the type of position offered.							(Rector's Disposition No. 20/2021 of March 1, 2021).	
16.	RECRUITMENT AND EVALUATION	Preparation and implementation of a job application draft that includes, apart from academic potential, creativity, mobility, independence, didactic potential during the candidate's diversified academic career, and supplementation of the rules for conducting competitions for individual positions at the University with the procedure	Department of Payroll and Employee Affairs, Legal Department, The Senate, The University Promotion Office, Deans, Department Managers	June 2021	IN PROGRESS	A new announcement draft, a recruitment application draft and the Recruitment Regulations have been prepared, which are awaiting approval and implementation by the University authorities.		EXTENDED	<p>A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented.</p> <p>The OTM-R Policy and the OTM-R Guide were developed and implemented.</p> <p>A new University development strategy has been prepared.</p> <p>New work regulations have been developed (Rector's</p>	July 2025

PLANNED					IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>for informing candidates about weaknesses and strengths of their applications.</p> <p>Preparation and publishing of the OTM-R rules on the University's website</p> <p>Adding the Regulations and the OTM-R rules to recruitment announcements for the rules of conducting competitions for individual job positions at the University</p> <p>Preparation of a new Development Strategy for the University and including in the document the conditions for employment and work that should include academic potential, creativity, mobility, independence, didactic potential during the candidate's</p>							<p>Disposition No. 66/2019 of September 16, 2019).</p> <p>A new template for periodic teacher evaluation has been developed, taking into account the recognition of mobility and research stays outside the home university (Senate Resolution No. 2/2022 of January 27, 2022).</p> <p>A procedure for the employment or renaming of academic teachers in the group of research and research and teaching staff has been introduced (Rector's Disposition No. 20/2021 of March 1, 2021).</p> <p>Given the unsatisfactory result of the internal analysis (61% of positive responses), the activities will be extended in terms of:</p> <p>analysing the relevance of the new merit-based employee appraisal sheet in quantitative and qualitative terms.</p>	

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No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		diversified academic career.								
17.	RECRUITMENT AND EVALUATION	Preparation and implementation of a job application draft that takes into account career breaks or exceptions to the chronological order and submission of resumes supported with evidence that reflect a representative range of achievements and qualifications relevant to the position the job application concerns. Supplementing the rules for conducting competitions for individual work positions at the University with the procedure of informing candidates about weaknesses and strengths of their applications. Preparation and publishing of the	Department of Payroll and Employee Affairs, Legal Department, The Senate, The University Promotion Office, Deans, Department Managers	June 2021	IN PROGRESS	A new announcement draft, a recruitment application draft and the Recruitment Regulations have been prepared, which are awaiting approval and implementation by the University authorities.		COMPLETED	Opracowano i wdrożono nowy szablon ogłoszenia, 71% pracowników pozytywnie ocenia uznanie osiągnięć wielowymiarowych w Uczelni. A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented. The OTM-R Policy and the OTM-R Guide were developed and implemented. A new University development strategy has been prepared. New work regulations have been developed (Rector's Disposition No. 66/2019 of September 16, 2019). A new template for periodic teacher evaluation has been developed, taking into account the recognition of mobility and research stays outside the home university	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		OTM-R rules on the University's website Adding the Regulations and the OTM-R rules to recruitment announcements for the rules of conducting competitions for individual job positions at the University Preparation of a new Development Strategy for the University and including in the document the conditions for employment and work that should include academic potential, creativity, mobility, independence, didactic potential during the candidate's diversified academic career.							(Senate Resolution No. 2/2022 of January 27, 2022). A procedure for the employment or renaming of academic teachers in the group of research and research and teaching staff has been introduced (Rector's Disposition No. 20/2021 of March 1, 2021).	
21.	RECRUITMENT AND EVALUATION	Verification of entries in the work regulations taking into account the rules for recruitment	Department of Payroll and	June 2021	IN PROGRESS	A new announcement draft, a recruitment application draft and the Recruitment		COMPLETED	79% of employees positively assess the principles of recruitment of employees	

PLANNED					IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>and appointment of researchers with a Ph.D. degree.</p> <p>Providing information in the field of recruitment and appointment of researchers with a Ph.D. Degree on the University's website.</p> <p>Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website e-mail messages with information about materials to be downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p>	<p>Employee Affairs,</p> <p>Legal Department,</p> <p>The University Promotion Office,</p> <p>Deans, Department Managers</p>			<p>Regulations have been prepared, which are awaiting approval and implementation by the University authorities.</p>			<p>with a doctoral degree at the University.</p> <p>A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented.</p> <p>The OTM-R Policy and the OTM-R Guide were developed and implemented.</p> <p>A new University development strategy has been prepared.</p> <p>New work regulations have been developed (Rector's Disposition No. 66/2019 of September 16, 2019).</p> <p>A new template for periodic teacher evaluation has been developed, taking into account the recognition of mobility and research stays outside the home university (Senate Resolution No. 2/2022 of January 27, 2022).</p> <p>A procedure for the employment or renaming of academic teachers in the group of research and</p>	

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		Monitoring the number of downloads of materials on recruitment and appointment of researchers with a Ph.D. degree from the website of the University School of Physical Education							research and teaching staff has been introduced (Rector's Disposition No. 20/2021 of March 1, 2021).	
24.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	<p>Verification of entries in the work regulations and development of rules that take into account the regulation of work conditions for the disabled (flexible work hours, teleworking, part-time work, academic leave).</p> <p>Development of a new Development Strategy for the University regarding employment conditions and work conditions</p> <p>Annex with information for employees regarding treating everybody in</p>	<p>Department of Payroll and Employee Affairs, Legal Department, The Senate,</p> <p>The University Promotion Office, Deans, Department Managers</p>	June 2021	COMPLETED	The Work Regulations have been modified, taking into account the regulation of work conditions for the disabled and of work conditions for the protection of women's work and juvenile workers.		COMPLETED		

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>employment equally.</p> <p>Providing information regarding the regulation of work conditions on the University's website.</p> <p>Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website e-mail messages with information about materials to be downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of</p>								

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		downloads of materials on the regulation of work conditions from the website of the University School of Physical Education								
25.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	<p>Verification of entries in work regulations and development of rules that take into account the regulation of work conditions for the protection of women's work and juvenile workers Regulations in accordance with EU directives on permanent employment</p> <p>Providing information regarding the protection of women's work and juvenile workers on the University's website Regulations in accordance with EU directives on permanent employment</p>	<p>Department of Payroll and Employee Affairs,</p> <p>Legal Department,</p> <p>The University Promotion Office,</p> <p>Deans, Department Managers</p>	June 2021	COMPLETED	The Work Regulations have been modified, taking into account the regulation of work conditions for the disabled and of work conditions for the protection of women's work and juvenile workers.		COMPLETED		

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website e-mail messages with information about materials to be downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials on women's work and juvenile workers from the website of the University School of Physical Education</p>								

PLANNED					IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		Regulations in accordance with EU directives on permanent employment								
27.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	Preparation of the rules of equal opportunities and non-discrimination, including accessibility for people with disabilities, as an annex to the Regulations for recruitment of candidates for researchers, in which the policy of equal opportunities will be determined at the recruitment stage	Department of Payroll and Employee Affairs, Legal Department, The University Promotion Office, Deans, Department Managers	June 2021	IN PROGRESS	An appendix to the Recruitment Regulations concerning the principles of equal opportunities and non-discrimination has been prepared which is awaiting approval and implementation by the University authorities.		EXTENDED	<p>A new University development strategy has been prepared.</p> <p>New work regulations have been developed (Rector's Disposition No. 66/2019 of September 16, 2019).</p> <p>A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented.</p> <p>The OTM-R Policy and the OTM-R Guide were developed and implemented.</p> <p>Employee Rights Ombudsman (Rector's Disposition No. 53/2018 of September 7, 2018), Rector's Representative for mobbing (Rector's Order No. 52/2018 of September 7, 2018) and Rector's Representative for equal treatment and protection</p>	December 2025

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
									<p>against discrimination (Rector's Disposition No. 31/2020 of March 23, 2020) have been appointed.</p> <p>Due to the unsatisfactory result of the internal analysis (54% of answers), the tasks were extended in the scope of:</p> <ul style="list-style-type: none"> - updating internal regulations regarding gender balance at every staff level, including executives and managers, - establishing the University's Equality Policy Team, - developing a Gender Equality Policy and implementing initiatives to achieve balanced gender representation across all employee groups at the University. 	
28.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	Preparation of a career development strategy for researchers at every stage of their professional career, regardless of the agreement signed.	The Rector, Department of Payroll and Employee Affairs, Legal Department, The University	September 2021	IN PROGRESS	A career development strategy has been developed for researchers at every stage of their professional career, regardless of the agreement signed. Information about it was included in the University's Strategy for 2021-		IN PROGRESS	<p>62% of employees positively assess the research career development strategy at the University.</p> <p>The career development strategy for R1 scientists is specified in the Regulations of the Doctoral School (Senate Resolution No. 29/2019 of May 23, 2019).</p> <p>The Scientific College was established (Rector's</p>	December 2025

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			Promotion Office, Deans, Department Managers			2030, in the University's Statute and in the Work Regulations. The competences of the Career Office were extended to include career counseling. The prepared Regulations of the Career Office have not yet been implemented due to the change in the organizational structure of the university and the change in the organization of work during the pandemic			Disposition No. 74/2019 of October 1, 2019). A Doctoral School was established (Rector's Disposition No. 30/2019 of April 17, 2019). Leading Research Teams were established as a body and support for scientists at every stage of their scientific career (Rector's Order No. 112/2022 of November 17, 2022, No. 123/2022 of December 9, 2022, No. 124/2022 of December 12, 2022). The competences of the Career Office have been extended to include career counseling. Scientists receive support for participating in conferences, research internships, and establishing research contacts with other centers. The career development strategy for scientists at the R2-R4 stage of their professional careers, despite the signed contract, has not been established. This is due to the university's restructuring in 2022 and the introduction of Leading Research Teams. The teams	

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No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
									are intended to take responsibility for supporting scientists at all career stages and to begin developing a career development strategy.	
29.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	<p>Verification of entries in work regulations and development of rules that take into account the regulation of work conditions related to mobility within own career development system and employee evaluation.</p> <p>Providing information on mobility within own career development system and employee evaluation on the University's website.</p> <p>Informing scientific employees of the University School of Physical Education in Wrocław about the materials made available on the website e-mail messages with</p>	<p>Department of Payroll and Employee Affairs,</p> <p>Legal Department,</p> <p>The University Promotion Office,</p> <p>Deans, Department Managers</p>	June 2021	IN PROGRESS	The regulation of work conditions related to mobility within own career development system and employee evaluation in progress.		IN PROGRESS	<p>A new template for the advertisement and recruitment application, good practices and criteria for selecting candidates, and a form specifying the strengths and weaknesses of the application documents were developed and implemented.</p> <p>The OTM-R Policy and the OTM-R Guide were developed and implemented.</p> <p>A new University development strategy has been prepared.</p> <p>New work regulations have been developed (Rector's Disposition No. 66/2019 of September 16, 2019).</p> <p>A new template for periodic teacher evaluation has been developed, taking into account the recognition of mobility and research stays outside the home university (Senate Resolution No. 2/2022 of January 27, 2022).</p>	December 2025

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No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>information about materials to be downloaded from the University's website will be sent to employees' e-mail addresses. The information on the uploaded documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials contained on the University's website related to mobility within own career development system and employee evaluation.</p>							<p>A procedure for the employment or renaming of academic teachers in the group of research and research and teaching staff has been introduced (Rector's Disposition No. 20/2021 of March 1, 2021).</p> <p>Due to the unsatisfactory result of the internal analysis (59% positive responses), the information campaign on the recognition of the value of mobility in the new employee evaluation sheet and in professional promotions will be intensified.</p>	
31.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	Promoting a set of national and university guidelines on issues related to the benefits of using results in the field of research and development through legal	<p>The University Promotion Office,</p> <p>Deans, Department Managers</p>	December 2019	IN PROGRESS	66% of employees positively assess compliance with the Intellectual Property Rights at the University. Good practices code of a scientific supervisor	December 2021	COMPLETED	<p>70% of employees positively assess the protection of intellectual property rights at the University.</p> <p>New work regulations have been developed (Rector's Disposition No. 66/2019 of September 16, 2019).</p>	

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No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>protection and protection of intellectual property rights, including copyrights, on the University's website.</p> <p>Informing scientific employees and doctoral students of the University School of Physical Education in Wrocław (Polish: AWF) about the materials made available on the website e-mail messages will be sent to employees' addresses and they will contain information about materials to be downloaded from the University's website. The information about the documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of</p>				is being implemented			<p>The Employee Code of Ethics has been implemented (Senate Resolution No. 9/2024 of February 29, 2024).</p> <p>The University has a Legal Office that provides advice and support in employee matters.</p> <p>Employee Rights Ombudsman (Rector's Disposition No. 53/2018 of September 7, 2018), Rector's Representative for mobbing (Rector's Order No. 52/2018 of September 7, 2018) and Rector's Representative for equal treatment and protection against discrimination (Rector's Disposition No. 31/2020 of March 23, 2020) have been appointed.</p> <p>The Regulations of the Doctoral School have been developed and implemented (Senate Resolution No. 29/2019 of May 23, 2019)</p>	

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No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		downloads of materials related to the benefits of using results in the field of research and development through legal protection and protection of intellectual property rights, including copyrights, from the University's website.								
32.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	<p>Making a set of national and university guidelines on the rights of co-authors of research (the right to acknowledge, publish, and recognize in the evaluation of employees) available on the University's website.</p> <p>Informing scientific employees and doctoral students of the University School of Physical Education in Wrocław (Polish: AWF) about the</p>	<p>The University Promotion Office,</p> <p>Deans, Department Managers</p>	December 2019	IN PROGRESS	<p>??? 56% of employees positively assess compliance with the rights of Co-authorship of research at the University. Good practices code of a scientific supervisor is being implemented</p>	December 2021	EXTENDED	<p>65% of employees positively assess the observance of the rights of co-authorship of scientific research at the University.</p> <p>New work regulations have been developed (Rector's Disposition No. 66/2019 of September 16, 2019).</p> <p>The Employee Code of Ethics has been implemented (Senate Resolution No. 9/2024 of February 29, 2024).</p> <p>The University has a Legal Office that provides advice and support in employee matters.</p> <p>Employee Rights Ombudsman (Rector's</p>	December 2026

	PLANNED				IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
No.	Area in the Charter and the Code which requires action	Material description of actions to be performed	Organisational unit of the USPE responsible for specific action	Term of performance	Implementation status	Comments	New term	status	Description of indicators / Comments	New term of performance
		<p>materials made available on the website e-mail messages will be sent to employees' addresses and they will contain information about materials to be downloaded from the University's website. The information about the documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p> <p>Monitoring the number of downloads of materials contained therein on issues concerning the rights of co-authors of research (the right to acknowledge, publish, recognize in the evaluation of employees) from the University's website</p>							<p>Disposition No. 53/2018 of September 7, 2018), Rector's Representative for mobbing (Rector's Order No. 52/2018 of September 7, 2018) and Rector's Representative for equal treatment and protection against discrimination (Rector's Disposition No. 31/2020 of March 23, 2020) have been appointed.</p> <p>The Regulations of the Doctoral School have been developed and implemented (Senate Resolution No. 29/2019 of May 23, 2019)</p> <p>Activities will be expanded to monitor the progress of early-career scientists (R1-R2) as co-authors of publications, patents, and research results, regardless of their supervisors.</p>	

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35.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	<p>Making information on employees' representatives in the University's bodies available on the University's website.</p> <p>Informing scientific employees and doctoral students of the University School of Physical Education in Wrocław (Polish: AWF) about the materials made available on the website e-mail messages will be sent to employees' addresses and they will contain information about materials to be downloaded from the University's website. The information about the documents will also be provided by the managers of the Branches/Departments at meetings of employees of the Branch/Department</p>	The University Promotion Office, Deans, Department Managers	December 2019	IN PROGRESS	64% of employees positively assess compliance with the right of scientists to be Participation in decision-making bodies at the University.	December 2021	COMPLETED	<p>65% of employees positively assess the observance of the right of scientists to participate in the University's decision-making bodies.</p> <p>The University's Statute and Development Strategy were developed and implemented.</p> <p>Research staff constitute the largest group in the process of elections to the University's decision-making bodies.</p> <p>The Council of the Scientific College was established, which includes research staff of the University.</p> <p>Employees have their representatives in the Senate, Faculty Councils and the University Council.</p>	

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		Monitoring the number of downloads of materials on employees' representatives in the University's bodies.								
33.	OCCUPATIONAL CONDITIONS AND SOCIAL INSURANCE	Introduction of rules about the allocation of teaching hours based on the time spent training junior scientists by senior researchers outside the Doctoral School.	The Rector Vice-Rector for Teaching Department of Payroll and Employee Affairs					NEW	Unsatisfactory result of the internal analysis: 52% of employees positively assess the recognition of commitment in the scope of duties and the teaching process at the University.	December 2026
39.	TRAINING	The development and implementation of regulations to support scientists at all stages of their professional careers by continuously improving their professional skills and qualifications. Developing procedures to facilitate participation in conferences,	The Rector					NEW	Unsatisfactory result of the internal analysis: 53% of employees positively assess access to activities developing skills and qualifications at the University.	December 2026

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		<p>training, and other forms of education.</p> <p>Introduction of the Policy for equal opportunities and the Strategy for the development of a scientific career, taking into account the possibility of supporting the development of a scientific career through scientific supervision and the possibility of using dedicated programs.</p>								

Annex. Action schedule 2025-2027

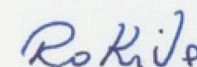
No*	Responsible unit	Period	Duration time since to	Initial phase			Implementation phase				Renewal phase		
				2019	2020	2021	2022	2023	2024	2025	2026	2027	
30	The Career Office	medium period	II 2019-II 2020	in progress									
34	Rector	medium period	II 2019-II 2020	completed									
40	Rector	medium period	II 2019-II 2020	completed									
2	The University Promotion Office	short period	III 2019-XII 2019	completed									
5		short period	III 2019-XII 2019		completed								
6	Deans, Department Managers	short period	III 2019-XII 2019		completed								
8		short period	III 2019-XII 2019		completed								
12	Department of Payroll and Employee Affairs	medium period	III 2019- VI 2021										
13		medium period	III 2019- VI 2021										
16	Legal Department The Senate	medium period	III 2019- VI 2021										
17	The University Promotion Office Deans, Department Managers	medium period	III 2019-VI 2021										
21		medium period	III 2019-VI 2021										
24	Department of Payroll and Employee Affairs	medium period	X 2019- VI 2021										
25		medium period	X 2019- VI 2021										
27	Legal Department The Senate	medium period	X 2019- VI 2021										
28	The University Promotion Office Deans, Department Managers	medium period	X 2019- VI 2021										
29		medium period	X 2019-VI 2021										
31	The University Promotion Office	short period	III 2019-XII 2019										
32		short period	III 2019-XII 2019										
35	Deans, Department Managers	short period	III 2019-XII 2019										
33	Rector, Vice-Rector for Teaching, Department of Payroll and Employee Affairs	medium period	III 2025-XII 2026										
39	Rector, Vice-Rector for Research and International Cooperation	medium period	III 2025-XII 2026										

Legend:* - Task number from the internal analysis and action plan table

	Green means a short period
	Grey means a medium period
	Red means long period

Rektor Akademii Wychowania Fizycznego im. Polskich Olimpijczyków we Wrocławiu prof. dr hab. Andrzej Rokita akceptuję opracowaną strategię HR i plan działania Akademii Wychowania Fizycznego im. Polskich Olimpijczyków we Wrocławiu.

Rector



Prof. Andrzej Rokita, PhD

Wrocław, 04 July 2024