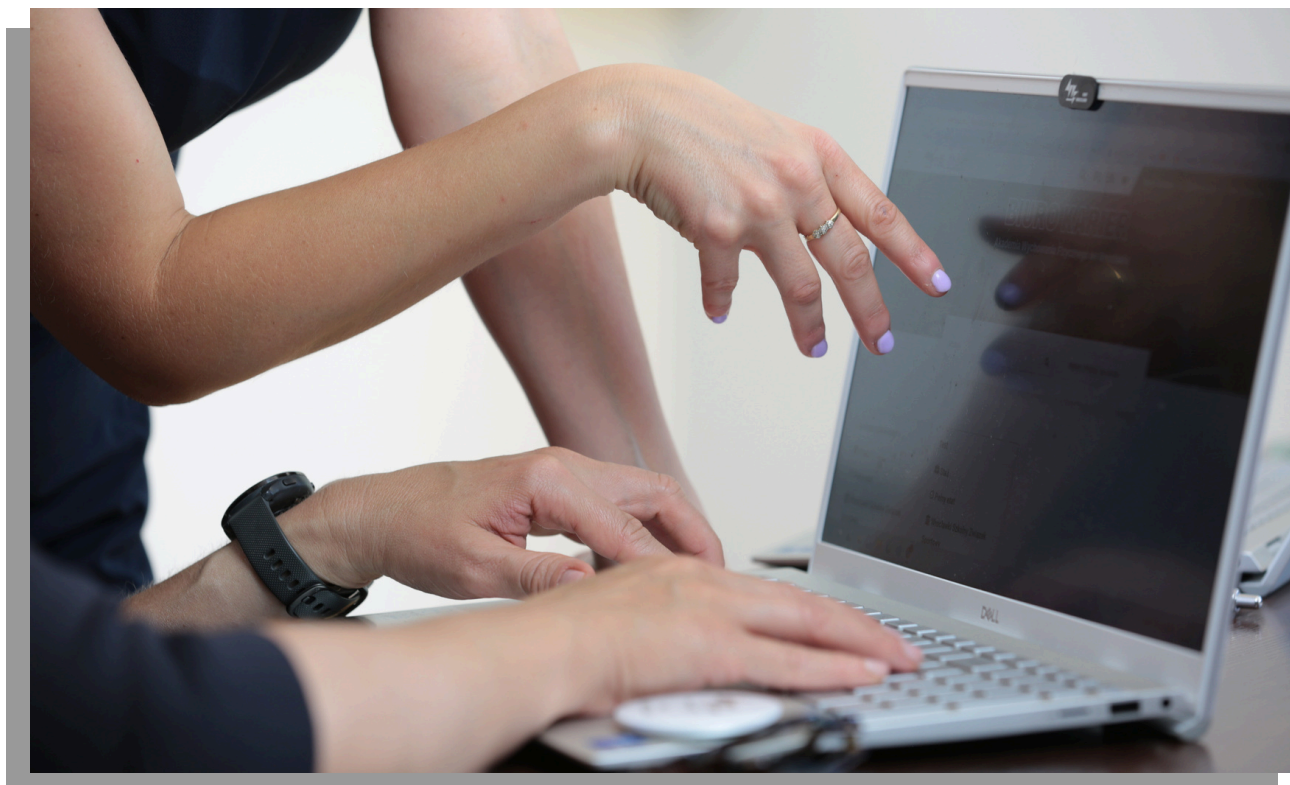




WROCLAW UNIVERSITY
OF HEALTH AND SPORT
SCIENCES

HR EXCELLENCE IN RESEARCH



**ACTION PLAN FOR 2025-2027
WITH HR EXCELLENCE
IN RESEARCH PERFORMANCE INDICATORS
for Wroclaw University
of Health and Sport Sciences**

Wroclaw, 2024

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

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		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		

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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		

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		<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>	

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		<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>	

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		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 Wroclaw 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	

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		<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.	

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		<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>	

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		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.	

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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>	

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		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	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	July 2025

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		<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>Z uwagi na niezadawalający wynik analizy wewnętrznej (61% odpowiedzi pozytywnych), działania zostaną rozszerzone w zakresie:</p> <p>analizy trafności nowego arkusza oceny pracownika uwzględniającego zasługi w aspekcie ilościowym i jakościowym.</p>	

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		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	<p>Opracowano i wdrożono nowy szablon ogłoszenia, 71% pracowników pozytywnie ocenia uznanie osiągnięć wielowymiarowych w Uczelni.</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</p>	

000014 PLANNED					IMPLEMENTATION PHASE 2021			RENEVAL PHASE 2024		
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		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	

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		<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>	

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		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		

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		<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>								

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		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		

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		<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>								

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		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

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									<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	

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									Research Teams. The teams 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</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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		<p>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 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	The University Promotion Office, Deans, Department Managers	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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		<p>through legal 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 Wroclaw (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>				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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		Monitoring the number of 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</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>	December 2026

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		<p>Wroclaw (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 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>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> <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>								