



AGH

AGH UNIVERSITY OF KRAKOW

**Action plan for the implementation of the principles
of the European Charter for Researchers and the Code of Conduct
for the Recruitment of Researchers
at the AGH University**

HR4R Strategy of the AGH University

Krakow, 2023

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List of abbreviations and acronyms

| | |
|-----------------------|--|
| AGH University | AGH University of Krakow |
| ACK Cyfronet | AGH University Academic Computer Centre CYFRONET |
| BHP | Occupational Health and Safety section |
| CeLiID | Centre of e-Learning and Innovative Education |
| CK | Careers Centre |
| CKiM | Centre for Communication and Marketing |
| COK | Centre for Education Affairs |
| CON | Science Support Centre |
| COP | Centre for Project Management Support |
| CR | Admissions Centre |
| CRI | IT Solutions Centre |
| CSM | Centre for International Affairs |
| CSP | Centre for Employee Affairs |
| CSS | Student Affairs Centre |
| CTT | Technology Transfer Centre |
| CZW | Centre for Implementations |
| IODO | Data Protection Officer |
| SD | Doctoral School |

1. Introduction

The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University constitute the recommendation of the European Commission No. 2005/251/EC, issued in 2005, which obliges scientific research institutions to provide friendly working and career-development conditions as well as transparent recruitment processes for researchers. The recommendations are addressed to the researchers, employers, and research funding bodies acting in the public and private sector.

The European Charter for Researchers, hereinafter referred to as the Charter, defines the rights and obligations to which both researchers and their employing institutions are subjected as well as the organizations providing research funding. They pertain to working conditions and academic career development including the scientific supervision of young researchers and researchers' mobility. The Code of Conduct for the Recruitment of Researchers, hereinafter referred to as the Code, defines the principles of the researcher recruitment which should be followed by the employer institutions providing equal treatment of all researchers in Europe. Those are the principles of transparent information about the competition procedures, ensuring development opportunities at each stage of the career, and non-discrimination.

The AGH University of Krakow, represented by the Rector, Professor Jerzy Lis, on April 11, 2023, expressed its support for the recommendations of the European Commission No. 2005/251/EC indicating the convergence of the Charter and the Code principles with the development strategy of the university. The signing and submission of the statement of support (appendix 1) to the European Commission was the AGH University's first step to applying for the acquisition of rights to use the European HR Excellence in Research Logo.



Phot. 1. The AGH University of Krakow.

2. About the AGH University

The AGH University is a state university operating based on the Act of 20 July 2018 on the Law on Higher Education and Science and its own Statute.

The University comprises i.a. 16 faculties, the Doctoral School, the research centre – Academic Centre for Materials and Nanotechnology, and didactic centres – Department of Foreign Languages and Department of Sport and Physical Education.

The AGH University Faculties:

- Faculty of Civil Engineering and Resource Management,
- Faculty of Metals Engineering and Industrial Computer Science,
- Faculty of Electrical Engineering, Automatics, Computer Science, and Biomedical Engineering,
- Faculty of Computer Science, Electronics, and Communications,
- Faculty of Mechanical Engineering and Robotics,
- Faculty of Geology, Geophysics, and Environmental Protection,
- Faculty of Geo-Data Science, Geodesy, and Environmental Engineering,
- Faculty of Materials Science and Ceramics,
- Faculty of Foundry Engineering,
- Faculty of Non-Ferrous Metals,
- Faculty of Drilling, Oil, and Gas,
- Faculty of Management,
- Faculty of Energy and Fuels,
- Faculty of Physics and Applied Computer Science,
- Faculty of Applied Mathematics,
- Faculty of Humanities,

The University offers studies at three levels: first- and second-cycle degree programmes, studying in two Doctoral Schools and postgraduate studies.

The AGH University is oriented at creating innovative technologies. It is here that scientific research in the areas of technical, scientific, and earth sciences, as well as social sciences, with regard to the current economic and business priorities in fields such as digitisation, cybersecurity, energy transition and zero-emissions, climate change, circular economy, and industry 4.0. is conducted. Among numerous future-oriented research directions the work on aerospace engineering is being intensively developed.

Over 800 laboratories equipped with modern equipment support the research conducted herein, and the development of research directions is enabled by multiple investments including: Centre of Computer Science, Centre of Ceramics, Academic Centre for Materials and Nanotechnology, and Centre of Energy. The AGH University also has the fastest and the most eco-friendly supercomputer in Poland, Athena.

The AGH University is one of 10 Polish universities to be honoured with the participation in the ministerial programme, "Excellence Initiative – Research University".

Since 2020, The AGH University has been part of the UNIVERSEH project (*European Space University for Earth and Humanity*), conducted in cooperation with a few European Universities.

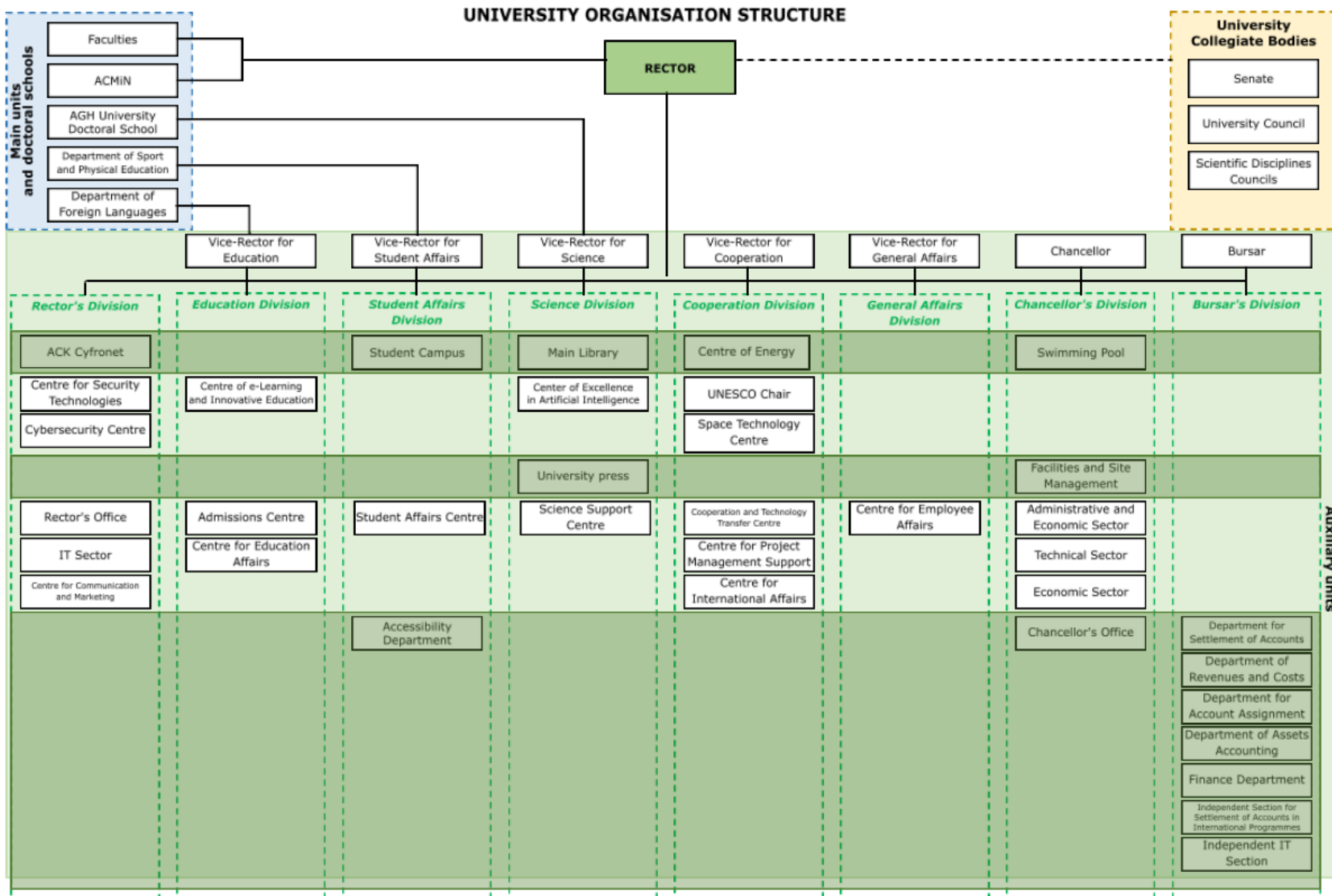


Illustration 1. The AGH University organisation structure.

2.1 Localisation

The AGH University of Krakow is located in the southern part of Poland, in the Małopolska Province in Krakow. All the education facilities, seats of faculties, administration, and student organisations, as well as the biggest student campus in Poland create a compact 40-hectare complex located in the centre of Krakow.

Krakow is a city with a thousand-years-old history, former seat of Polish Kings and former capital, and now one of the most significant European metropolis. The capital of an agglomeration with a population of over one million and of the Małopolska Province inhabited by more than 3.4 million people, Krakow is also one of the biggest business, economic, cultural, and science centres in Poland. The AGH University of Krakow is a modern university that actively participates in the building of a society based on science and creating innovative technologies. The university has a well-established position in the country and an increasingly stronger one abroad. Experienced staff, modern laboratories, unique campus, and, above all, the AGH community connection are our greatest assets.



Phot. 2. The AGH University of Krakow.

Address: The AGH University of Krakow
Al. Mickiewicza 30, 30-059 Krakow

2.2 Historical background

The Mining Academy in Krakow was established in 1913. Due to the outbreak of the World War I, its opening took place in 1919. The Academy quickly reached high quality in education entering the group of the best European mining schools. According to its resources and capabilities, the Academy closely collaborated with industry maintaining connections with the country's economy. At its two faculties, the Faculty of Mining and the Faculty of Metallurgy, in the interwar period, the Mining Academy had educated 792 engineers, many of whom later held high positions in Polish industry and higher education.

The German invasion on Poland in September 1939 and the outbreak of the World War II resulted in the closure of the Academy. The main building of the Academy was occupied by the German General

Government. The Academy started to act in conspiracy and the Academy's main authorities tried to regain or create a provisional facility and material base. Both professors and assistants were involved in underground education, lecturing, and teaching classes for academic students. During the underground schooling action, 278 examinations and 16 diploma exams took place.

In the first months of 1945, the Mining Academy in Krakow was the only organised technical university in the country. The inauguration of the first academic year after the World War II was held on 16 April 1945. In 1947, an internal decision was made to rename the university the Academy of Mining and Metallurgy. However, the formal approval of the decision by superior authorities took place only in 1949. By the initiative of the Rector, Professor Walery Goetel, who promoted a far-reaching development plan, the Academy's expansion commenced. The plan was then implemented in the following decades.

During the authoritarian times of the Polish People's Republic (Polish: Polska Republika Ludowa, PRL), the academic and educational profile of the academy was adjusted to the needs of industry, and the university itself thrived, as no other higher education institution at that time. In 1969, the Academy received a patron – Stanisław Staszic. It was also when the academy obtained its banner.

On December 14, 1981, the AGH academic community, under the banner of the 'Solidarity Movement', took a stand and protested against suppressing – by introducing martial law – the newly acquired sense of freedom and fellowship. The AGH NSZZ 'Solidarity' was an academic organisation, the only one in Krakow and one of three in the country, that organised sit-down strikes in the first days of the martial law.

2.3 Mission and vision

The AGH University develops as a university of the future, based on a more than century-long tradition of rising to scientific challenges, reaching technological and technical solutions that serve the economy, and fulfilling tasks arising from the needs of the state, territorial communities, and economic entities.

As a research university, the AGH University aims at ensuring the highest quality of scientific research. In accordance with the highest international standards of science, it enriches the knowledge by developing research in the fields of technical, scientific, social, and humanities studies.

By engaging in actions of versatile and well-balanced development of Poland and Europe, the university actively develops its academic potential and organisational resources. It strengthens its collaboration with global and state research centres in aid of solving problems of the contemporary world.

The AGH University provides the highest quality of education based on the newest achievements of world science. This is a university which creates innovative fields of study, both with academic and practical profile of education. Graduates, able to undertake the most important challenges of modern times, become leaders of economic and societal development.

The AGH University motto – "Knowledge – Passion – Bond" – fully captures the principles standing at the foundations of the university and its growth:

- Knowledge – ideal standards of scientific cognition and fidelity in pursuing of the truth and reliability;
- Passion – engagement in performing one's duties, perseverance in accomplishing scientific and didactic ambitions;
- Bond – the feeling of community of all AGH University employees, students, doctoral students, and graduates.

In its strategy, the AGH University aims at reaching six main goals:

- modern education attractive for students and for the environment in the country and abroad,
- university open for students, their professional development, and fulfilment of passions,
- leading research university with high state and world position,
- university oriented at state and international cooperation, leader of innovation and knowledge transfer,
- attractive workplace for the best researchers, teachers, and administrative employees,
- well-managed university with modern, elastic structure.

2.4 Didactics in numbers

Education at the AGH University takes place in:

- 16 faculties;
- 68 fields of study in the 1st cycle and 67 fields of study in the 2nd cycle, including 3 interfaculty fields of study;
- 8 fields of study in English;
- over 105 postgraduate programmes.

As of 31 December 2022, as many as 18,468 students studied at the AGH University in 2022, among whom 459 were foreigners and of them 366 in a full cycle, whereas the number of foreign students in 2022 was overall 798. The number of full-time studies students amounts 16,207, which consists 87.75% of all students.

Data according to Statistics Poland (Figure 2.1., Figure 2.2., Figure 2.3.)

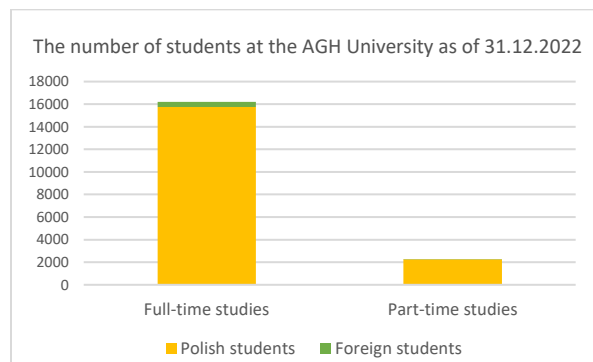


Figure 2.1. The number of full-time and part-time students, Polish and foreigners, as of 31.12.2022

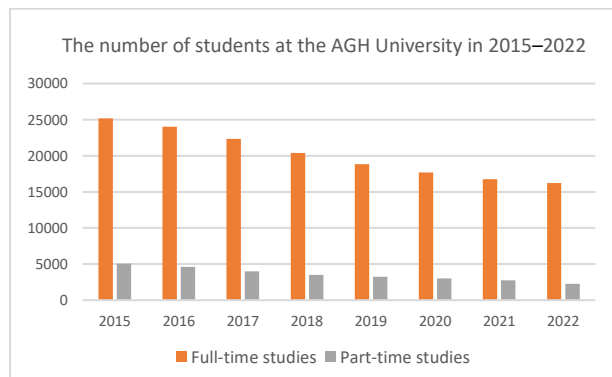


Figure 2.2. The number of full-time and part-time students at the AGH University between 2015–2022

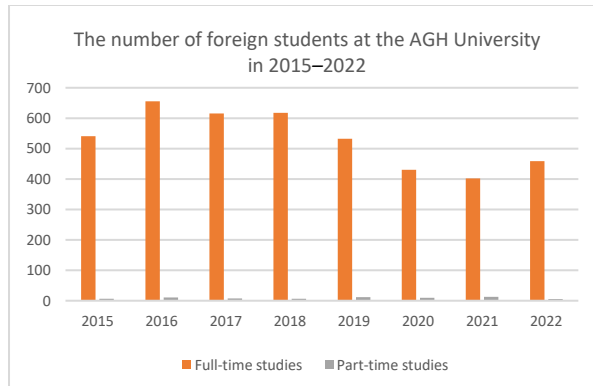


Figure 2.3. The number of full-time and part-time foreign students at the AGH University between 2015–2022

Data on foreign students including the data transferred to the subsidy (Figure 2.4., Figure 2.5.)

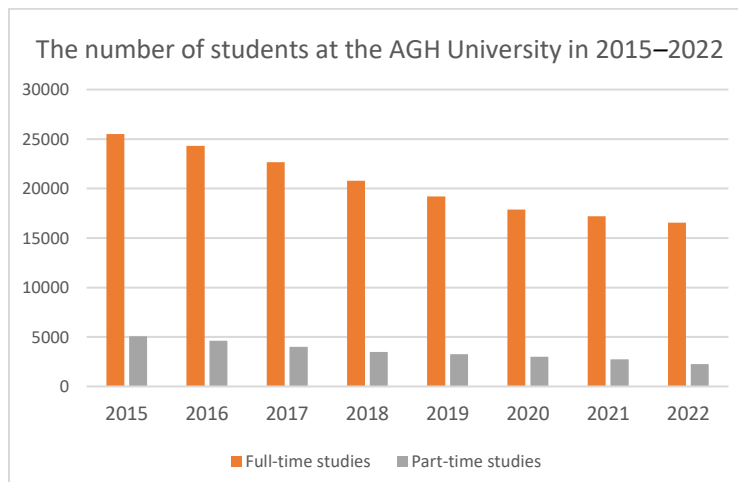


Figure 2.4. The number of full-time and part-time students at the AGH University between 2015–2022

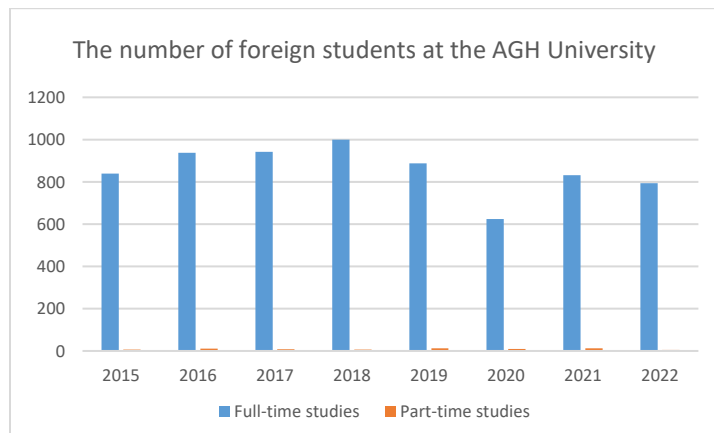


Figure 2.5. The number of full-time and part-time foreign students at the AGH University between 2015–2022

2.5 Researchers in numbers

Table 2.1. The employment structure in given employee groups and its changes in 2021–2022

| Employee groups | | Employment in the number of permanent posts | | Change (2022 to 2021) | |
|--|--|---|----------------|----------------------------------|---------------|
| | | 2021 | 2022 | in the number of permanent posts | in percentage |
| employees overall | | 4022.46 | 3999.33 | -23.13 | -0.58% |
| academic teachers | | 2099.93 | 2093.83 | -6.1 | -0.29% |
| professors | | 212.58 | 221.46 | 8.88 | 4.18% |
| associate professors | | 526.98 | 525.02 | -1.96 | -0.37% |
| including | those who have a Habilitated Doctor's degree | 518.85 | 517.39 | -1.46 | -0.28% |
| | those who have a PhD/Doctor's degree | 8.13 | 6.63 | -1.50 | -18.45% |
| assistant professor | | 1015.09 | 1021.66 | 6.57 | 0.65% |
| including | those who have a Habilitated Doctor's degree | 21.21 | 22.48 | 1.27 | 5.99% |
| assistants | | 261.27 | 243.02 | -18.25 | -6.99% |
| including | those who have a PhD/Doctor's degree | 64.53 | 54.08 | -10.45 | -16.19% |
| senior language instructors | | 37.00 | 36.00 | -1.00 | -2.70% |
| senior instructors | | 17.00 | 20.00 | 3.00 | 17.65% |
| language instructors | | 24.01 | 23.67 | -0.34 | -1.42% |
| PE instructors | | 6.00 | 3.00 | -3.00 | -50.00% |
| employees who are not academic teachers | | 1922.53 | 1905.50 | -17.03 | -0.89% |
| librarians | | 93.00 | 85.38 | -7.62 | -8.19% |
| scientific and technical | | 44.74 | 35.01 | -9.73 | -21.75% |
| engineering and technical | | 506.07 | 500.18 | -5.89 | -1.16% |
| administrative | | 919.34 | 932.43 | 13.09 | 1.42% |
| workers | | 51.50 | 55.50 | 4.00 | 7.77% |
| service | | 307.88 | 297.00 | -10.88 | -3.53% |

2.6 The AGH University in rankings

According to numerous international rankings, the AGH University has been one of the best Polish universities for years now. Academic Ranking of World Universities 2022 World Top 1000 (Shanghai ranking), CWTS Leiden Ranking, The Center for World University Rankings (CWUR), Nature Index ranking, and University Ranking by Academic Performance (URAP) are only some of the lists which rank the AGH University at the first positions amongst Polish technical universities.

The AGH University is also highly regarded in national rankings. In 2023, "Perspektywy" Education Foundation awarded the University with the 4th place. In its ranking of fields of study, as many as four AGH University fields of study were distinguished with the first place:

- Technical Physics (Faculty of Physics and Applied Computer Science),
- Geology (Faculty of Geology, Geophysics, and Environmental Protection),
- Mining and Geology (Faculty of Civil Engineering and Resource Management and Faculty of Drilling, Oil, and Gas),
- Mechatronics (Faculty of Mechanical Engineering and Robotics).

2.7 Projects and programmes

In 2015–2022, multiple projects were conducted at the AGH University. The most significant are:

EC Framework Programmes

ERC Starting grant

BioCom4SavEn "Bioinspired Composites Strategies for Saving Energy"

Grant no. ID 948840; duration 01.01.2021–31.12.2025; funding € 1,694,375

The aim of the research is to develop a material replicating thermal insulation properties known in nature. It will be based on fibrous membranes that can effectively dissipate heat as needed. This will lead to, among others, reducing the energy use. Such solutions can be used in the construction industry as building isolation, in electronic devices, and in cabling infrastructure.

ERC Consolidator grant

PRAGMA "Pragmatics of Multiwinner Voting: Algorithms and Preference Data Analysis"

Grant no. ID 101002854; duration 01.06.2021–31.05.2026; funding € 1,386,290

The aim of this project is to develop the theory of computational social choice, so that it could be practically used in multiple new fields (for example in recommendation systems, in business, in local elections, in sports). The project involves creating mechanisms of making decisions in specific fields as well as developing known methods in new contexts. In particular, numerous rules of making a decision are difficult to calculate and creating algorithms which enable benefiting from those rules in practice is planned. Algorithmic tools facilitating the use of decision-making methods (for example algorithms analysing election results) will also be created. As part of the project, it is essential to develop tools which analyse data on user preferences (i.e. one of the tasks is to create a methodology of evaluation which theoretical model of preference generation fits the simulation of a given practical use the best). Within the project, a library of open-source tools which allow to use the developed algorithms in practice will be made available.

ERASMUS+ European Universities

UNIVERSEH "UNIVERSEH. European Space University for Earth and Humanity"

Grant no. ID 101004066; duration 01.11.2020–31.10.2023; funding € 8,227,164.73

UNIVERSEH unites a few European universities which gather about 144,000 students and employees. In all of its aspects, with particular attention to the topic of "Space", the project aims at reaching the following goals:

- Increasing mobility and multilingualism: the current support services are reinforced and new partnerships are established, short-term mobility is organised; access to various language courses is promoted.
- Creating new joint interdisciplinary and cross-sectoral programmes.
- Creating new pedagogical models: new innovative possibilities are studied, including personal learning networks, hybrid and virtual learning, and learning from student to student.
- Developing new joint entrepreneurship courses adapted to the European space sector; developing actions such as inviting to the submission of projects with the participation of interested parties, support for student projects, networking and mentoring programme, practical

student experiences in research and innovation infrastructure. All actions are supported by a strong business-university cooperation.

- Creating an euro card for equality, social inclusion, and diversity in the direction of European standards. Among others, videos with the coverage on women working in the space sector are created as well as a blog for students with special needs, which allows them to share their experiences. Seminars for employees regarding common guidelines and the improvement of services for the mobility of students are organised.

KIC RawMaterials

ETEIA "Energy Transition Entrepreneurs in Action – developing a supportive academic environment for the young talents"

Grant no. ID 10036; duration 01.07.2021-30.06.2023; funding € 1,200,000.00

The project aims to encourage students' activity in research during their graduate course, supported by the most successful professors and entrepreneurs as mentors. The best students can participate in an internship in a partner start-up. This, together with the support of industrial partners, produces the true synergy force of research, management and industry that supports young entrepreneurs.

Main projects of ACK Cyfronet funded by the EU Commission

Geo-INQUIRE "Geosphere INfrastructures for QUESIONS into Integrated Research"

Grant no. ID 101058518; duration 01.10.2022-30.09.2026; funding € 13,923,475.77

The Geo-INQUIRE project will provide new and greatly improved access to key observations, data products, and services, which enable monitoring and simulating dynamic geosphere processes on an unprecedented thus far level of detail and precision, both spatially and temporally. Owing to Geo-INQUIRE, researchers from the entire Europe will gain access to enormous amounts of data, the most modern numerical models, and defined data flows with the use of HPC calculations. As a result, it will allow for better understanding of fundamental processes occurring in Earth systems, in particular those related to geothreats, which at the same time increases the capacity for a balanced and safe development and use of georesources. The continually growing quality and variety of data on earth sciences means that such innovative research can help at achieving a holistic understanding of the environments of land, sea, lower layers of atmosphere, and the linkage between them opening new paths for further research. Geo-INQUIRE aims to overcome traditional barriers between various fields of study and facilitate the transformation of raw observational data into higher level products. The project is based on innovative data management techniques and the expansion of data infrastructure in order to seamlessly disseminate knowledge resources across a broader base of researchers.

DT-GEO "Interdisciplinary digital twins for modelling and simulating complex phenomena at the service of research infrastructure communities"

Grant no. ID 101058129; duration 01.09.2022-31.08.2025; funding € 11,138,287.50

The project aims to implement a prototype of the so-called Digital Twin (DT) for geophysical stress testing, consisting of interrelated components addressing threats from earthquakes (natural or anthropogenic), volcanoes and earthquake tsunamis and landslides. Geophysical extremes constitute at least 10% of losses caused by any type of natural disasters worldwide and their associated risk shows a growing trend in the last decades. Those geophysical extremes can contribute to enormous losses in infrastructure and lives, as well as to major direct and indirect economic consequences. They can also further lead to complex cascade events as in the case of the disastrous earthquake in Messina in 1908 which caused an underwater landslide and a tsunami. What is more, the exploitation and improper management of georesources and georeservoirs themselves can induce extreme geophysical events. An object's digital twin is a digital replica of a real phenomenon/process which allows for visualisation, manipulation, and, as a consequence, understanding of its physical reaction to external forces through a dynamic connection of data and models. It is possible thanks to the use of modern computational capacity of the Exascale era and the amount of data available for analysis. The digital twins of the Earth system will be able to mimic with unrivalled precision different system components: atmosphere, ocean, land and lithosphere, ensuring analyses, forecasts, uncertainty quantification (UQ), as well as "what if" scenarios for natural and anthropogenic threats, from their genesis to propagation and impact.

SANO "Centre for New Methods in Computational Diagnostics and Personalised Therapy"

Grant no. ID 857533; duration 01.10.2019-31.07.2026; funding € 14,998,453.75

The goal of the project is to create a computational medicine centre in Krakow. The Centre will be the main driver of European progress in this fast-growing sector, developing advanced engineering methods for the prevention, diagnosis, and treatment of diseases, and meeting the global need for radically improved healthcare systems.

The Centre's field of activity is computational medicine:

- the reduction of doctors' engagement in the routine process of diagnosis and treatment and replacing them with computational-based solutions;
- the implementation of completely new diagnostic and therapeutic solutions resulting from the creation of new, computational biomarkers, individualised with respect to specific patients.

The Centre will combine specialistic knowledge in the decisive fields based on machine learning with basic biomarker identification and the use of advanced simulation and data analysis methods.

The Centre will act as the main technology supplier for the industry by supporting modernisation, innovation and increasing efficiency, and as a catalyst by attracting new investments and enterprises. It will provide a significant link between the computational sector, medical sciences, and the industry sector, supporting in this way the transfer of knowledge and technology and accelerating innovations.

Table 2.2. Projects conducted at the AGH University within the European Framework Programmes in 2020–2022

| No. | Call identifier | Programme | Title | Acronym | Budget Overall costs (EUR) | Dates | | Project ID |
|-----|---------------------------|-----------|--|----------------------|----------------------------|------------|-------------------|------------|
| | | | | | | Start date | Duration (months) | |
| 1 | H2020-INFRADEV-2019-3 | H2020 | Clock Network Services – Design Study | CLONETS-DS | 2,963,148.75 | 01-Oct-20 | 30 | 951886 |
| 2 | H2020-SPIRE-2017 | H2020 | CO ₂ -based Electrosynthesis of ethylene oXIDE | CO2EXIDE | 5,420,113.25 | 01-Jan-18 | 42 | 768789 |
| 3 | H2020-IBA-SPACE-CHE2-2019 | H2020 | Prototype system for a Copernicus CO ₂ service | CoCO2 | 8,999,718.75 | 01-Jan-21 | 36 | 958927 |
| 4 | H2020-MSCA-ITN-2017 | H2020 | Dynamic virtualisation: modelling performance of engineering structures | DyVirt | 3,588,403.03 | 01-Feb-18 | 62 | 764547 |
| 5 | H2020-SU-ICT-2018-2 | H2020 | European network of Cybersecurity centres and competence Hub for innovation and Operations | ECHO | 15,987,285.00 | 01-Feb-19 | 49 | 830943 |
| 6 | H2020-MSCA-NIGHT-2020bis | H2020 | European Researchers' Night 2021 in Malopolska | ECOResearchers4Earth | 168,445.00 | 01-Apr-21 | 8 | 101036047 |
| 7 | H2020-INFRAEOSC-2020-2 | H2020 | EGI Advanced Computing for EOSC | EGI-ACE | 12,058,112.97 | 01-Jan-21 | 30 | 101017567 |
| 8 | H2020-INFRAEOSC-2020-2 | H2020 | EOSC Future | EOSC Future | 42,077,088.84 | 01-Apr-21 | 30 | 101017536 |
| 9 | H2020-INFRADEV-2019-2 | H2020 | European Plate Observing System Sustainability Phase | EPOS SP | 4,998,093.75 | 01-Feb-20 | 39 | 871121 |
| 10 | H2020-JTI-EuroHPC-2019-2 | H2020 | National Competence Centres in the framework of EuroHPC | EUROCC | 56,329,833.85 | 01-Sep-20 | 28 | 951732 |

| No. | Call identifier | Programme | Title | Acronym | Budget Overall costs (EUR) | Dates | | Project ID |
|-----|------------------------------------|-----------|--|------------------|----------------------------|------------|-------------------|------------|
| | | | | | | Start date | Duration (months) | |
| 11 | H2020-INFRAIA-2019-1 | H2020 | Integrating Platforms for the European Research Infrastructure ON Heritage Science | IPERION HS | 6,516,247.93 | 01-Apr-20 | 48 | 871034 |
| 12 | H2020-FETOPEN-2018-2019-2020-01 | H2020 | Integrated Qubits Towards Future High-Temperature Silicon Quantum Computing Hardware Technologies | IQubits | 3,180,707.50 | 01-Jan-19 | 64 | 829005 |
| 13 | H2020-MSCA-IF-2019 | H2020 | Limit sets of discrete dynamical systems | LISEDIDYS | 112,219.20 | 01-Jun-20 | 18 | 883748 |
| 14 | H2020-LC-GD-2020-6 | H2020 | Pilot Application in Urban Landscapes - Towards integrated city observatories for greenhouse gases | PAUL | 12999999.00 | 01-Oct-21 | 51 | 101037319 |
| 15 | ERC-2020-COG | H2020 | Pragmatics of Multiwinner Voting: Algorithms and Preference Data Analysis | PRAGMA | 1,386,290.00 | 01-Jun-21 | 60 | 101002854 |
| 16 | H2020-MSCA-NIGHT-2020 | H2020 | European Researchers' Night 2020 in Malopolska (Malopolska Researchers' Night 2020) | Researchers4 ECO | 135,076.25 | 01-May-20 | 8 | 954882 |
| 17 | H2020-WIDESPREAD-2018-01 | H2020 | Centre for New Methods in Computational Diagnostics and Personalised Therapy | Sano | 14,998,453.75 | 01-Aug-19 | 84 | 857533 |
| 18 | HORIZON-INFRA-2021-TECH-01 | HORIZON | A Digital Twin for GEOphysical extremes | DT-GEO | 11,138,287.50 | 01-Sep-22 | 36 | 101058129 |
| 19 | HORIZON-EIC-2021-PATHFINDEROPEN-01 | HORIZON | Dynamic Spatio-Temporal Modulation of Light by Phononic Architectures | Dynamo | 2,552,277.50 | 01-Mar-22 | 48 | 101046489 |
| 20 | HORIZON-ERC-2021-VICECHAIRS-IBA | HORIZON | Support to the Vice-Presidents of the ERC Scientific Council 2021-2022 | ERC VP CSA | 517,828.75 | 01-Apr-21 | 24 | 101039221 |

| No. | Call identifier | Programme | Title | Acronym | Budget Overall costs (EUR) | Dates | | Project ID |
|-----|-------------------------------|-----------|---|--------------------|----------------------------|------------|-------------------|------------|
| | | | | | | Start date | Duration (months) | |
| 21 | HORIZON-MSCA-2022-CITIZENS-01 | HORIZON | European Researchers' Night 2022-2023 in Malopolska | ERN4Change | 299,372.00 | 01-Apr-22 | 21 | 101061168 |
| 22 | HORIZON-INFRA-2021-EOSC-01 | HORIZON | Leveraging the European compute infrastructures for data-intensive research guided by FAIR principles | EuroScienceGateway | 3,531,125.00 | 01-Sep-22 | 36 | 101057388 |
| 23 | HORIZON-INFRA-2021-EOSC-01 | HORIZON | Core Components Supporting a FAIR EOSC | FAIRCORE4EOSC | 9,997,558.00 | 01-Jun-22 | 36 | 101057264 |
| 24 | HORIZON-ER-JU-2022-01 | HORIZON | Europe's Rail Flagship Project 1 - Mobility managementT multImodal enviroNment aNd digitAl enabLers | FP1 - MOTIONAL | 0.00 | 01-Dec-22 | 46 | 101101973 |
| 25 | HORIZON-ER-JU-2022-01 | HORIZON | Europe's Rail Flagship Project 3 - Holistic and Integrated Asset Management for Europe's RAIL System | FP3 - IAM4RAIL | 0.00 | 01-Dec-22 | 48 | 101101966 |
| 26 | HORIZON-ER-JU-2022-01 | HORIZON | Europe's Rail Flagship Project 4 - Sustainable and green rail systems | FP4 - Rail4EARTH | 0.00 | 01-Dec-22 | 48 | 101101917 |
| 27 | HORIZON-CL5-2021-D5-01 | HORIZON | New end-to-end digital framework for optimized manufacturing and maintenance of next generation aircraft composite structures | GENEX | 5,691,451.75 | 01-Sep-22 | 42 | 101056822 |
| 28 | HORIZON-INFRA-2021-SERV-01 | HORIZON | Geosphere INfrastructures for QUestions into Integrated REsearch | Geo-INQUIRE | 13,923,475.77 | 01-Oct-22 | 48 | 101058518 |
| 29 | HORIZON-INFRA-2021-TECH-01 | HORIZON | An interdisciplinary Digital Twin Engine for science | interTwin | 11,731,665.00 | 01-Sep-22 | 36 | 101058386 |
| 30 | HORIZON-MSCA-2021-SE-01 | HORIZON | Overcoming Digital Divide in Europe and Southeast Asia | ODDEA | 1,352,400.00 | 01-Dec-22 | 48 | 101086381 |

| No. | Call identifier | Programme | Title | Acronym | Budget Overall costs (EUR) | Dates | | Project ID |
|-----|------------------------|-------------|---|----------------------------------|----------------------------|------------|-------------------|------------|
| | | | | | | Start date | Duration (months) | |
| 31 | HORIZON-CL5-2021-D3-02 | HORIZON | Developing a single access point for the market uptake of geothermal energy use in multivalent heating and cooling networks across Europe | SAPHEA | 1,929,882.50 | 01-Oct-22 | 33 | 101075510 |
| 32 | LIFE-2021-SAP-ENV | LIFE2027 | Towards zero emissions in European ferrous foundries using inorganic binder systems | LIFE21-ENV-FI-GREEN CASTING LIFE | 7,162,398.23 | 01-Sep-22 | 42 | 101074439 |
| 33 | LIFE-2021-SAP-ENV | LIFE2027 | Complex Awareness Raising and Behaviour Change for the Mercury-Free City Environment | LIFE21-GIE-PL-LIFE MERCURY-FREE | 1,394,531.00 | 01-Nov-22 | 36 | 101074412 |
| 34 | RFCS-2019 | RFCS | Long Product Quality Optimisation through Enhancement and Utilisation of Residual Stress minimising Process Strategies | PROTEUS-RS | 1,741,214.95 | 01-Jul-20 | 52 | 899455 |
| 35 | DIGITAL-2021-DEPLOY-01 | DIGITAL | An ecosystem for digital twins in healthcare | EDITH | 4,997,333.35 | 01-Oct-22 | 24 | 101083771 |
| 36 | EAC-A03-2018 | EPLUS | PackAlliance: European alliance for innovation training & collaboration towards future packaging | PackAlliance | 991,620.00 | 01-Jan-20 | 36 | 612212 |
| 37 | EAC-A02-2019-1 | EPLUS2020 | European Space University of Earth and Humanity | UNIVERSEH | 8,227,164.73 | 01-Nov-20 | 36 | 101004066 |
| 38 | EURATOM-2021-ADHOC-IBA | EURATOM2027 | Implementation of activities described in the Roadmap to Fusion during Horizon Europe through a joint programme of the members of the EUROfusion consortium | EUROfusion | 1,007,863,277.12 | 01-Jan-21 | 60 | 101052200 |

Table 2.3. Projects conducted at the AGH University within the Structural Funding in 2020–2022

| No. | Programme/ Action/ Sub-action | Title | Budget (PLN) | Start date | End date | Project ID |
|-----|-------------------------------------|---|--------------|------------|------------|------------------------------|
| 1 | POWER 3.3 BEST 4.0 | The development of innovative research projects of Polish students' team: "System preventing drivers from falling asleep at the wheel and estimating concentration level - Total Car Rescue" and mobile phone app <i>Localife</i> – III edition | 35,000.00 | 03/02/2020 | 28/02/2021 | MNiSW/2020/267/DIR/NN4 |
| 2 | POWER 3.3 WELCOME | JOIN US – All Great Stories Begin Here! Support for the internationalization of the educational process by increasing the competences of members of the AGH UST community at work and communication with a foreign student | 490,680.00 | 05/11/2018 | 31/03/2021 | PPI/WTP/2018/1/00066/U/001 |
| 3 | POWER 3.1 PRK | Interdisciplinary dimension of competencies in national intelligent specialisations | 4,611,523.00 | 02/01/2018 | 30/04/2021 | POWR.03.01.00-00-K106/16-00 |
| 4 | POIR 4.1.4 III edition | Research on the effectiveness of self-learning algorithms for intelligent monitoring and machine diagnostics systems. SLS | 2,168,766.68 | 01/06/2018 | 31/05/2021 | POIR.04.01.04-00-0115/17 |
| 5 | POWER 3.3 BEST 4.0 | AGH Racing – Innovative Technologies of Race cars | 250,000.00 | 01/07/2019 | 30/09/2021 | MNiSW/2020/232/DIR/NN4 |
| 6 | POWER 3.3 BEST 4.0 | The development of rocket systems, a Martian rover, a planetary lander, and of a stratospheric balloon in AGH Space Systems, participation in international space engineering competitions, and publications at scientific conferences | 308,962.50 | 01/07/2019 | 30/09/2021 | MNiSW/2020/206/DIR/NN4 |
| 7 | POWER 3.3 KATAMARAN | The preparation of a studies programme related to double diploma for the 7th level of the European Qualifications Framework in the Energy and Environmental Engineering field of study | 691,400.00 | 01/10/2019 | 30/09/2021 | PPI/KAT/2019/1/00001/U/00001 |
| 8 | Best of the Best 4.0_2 | Multi-compartmental modelling of anisotropic structures of the brain white matter based on MR diffusion-relaxometry imaging | 7,507.00 | 01/05/2021 | 30/10/2021 | MNiSW/2021/209/DIR/NN4 |
| 9 | Best of the Best 4.0_2 | Participation in the intercontinental SAE/FS competition | 180,000.00 | 16/03/2021 | 31/01/2022 | MEIN/2021/254/DIR/NN4 |
| 10 | Best of the Best 4.0_2 | AGH Space Systems rocket systems – research on innovative hybrid engine fuels and the development of solutions related to space engineering fields | 184,800.00 | 01/10/2021 | 31/01/2022 | MNiSW/2021/206/DIR/NN4 |

| No. | Programme/ Action/ Sub-action | Title | Budget (PLN) | Start date | End date | Project ID |
|-----|---|---|--------------|------------|------------|------------------------------|
| 11 | Best of the Best 4.0_2 | AGH Solar Boat – participation in international solar boat competitions | 106,680.00 | 15/03/2021 | 31/01/2022 | MNiSW/2021/224/DIR/NN4 |
| 12 | Best of the Best 4.0_2 | The development of unmanned aerial vehicles: manned drone, autonomous drone piloted with the use of image analysis, and inspection & delivery drone in the SKN AGH Drone Engineering and NewTech Team and competing in international unmanned systems engineering competitions | 203,700.00 | 01/05/2021 | 31/01/2022 | MNiSW/2021/214/DIR/NN4 |
| 13 | POIR 4.4 TEAM-TECH | New approach for the development of efficient materials for direct conversion of heat into electricity | 3,966,061.00 | 01/07/2021 | 31/03/2022 | POIR.04.04.00-00-20EB/16-03 |
| 14 | POWER 3.3 SPINAKER | International Virtual School at the AGH University | 114,940.00 | 01/05/2021 | 31/05/2022 | PPI/SPI/2020/1/00054/U/00001 |
| 15 | PROW | The development and implementation of pilot process line for the prevention of the emission of volatile organic compounds produced in the high-temperature process of rendering fats from Category 3 animal materials | 1,994,499.00 | 01/01/2021 | 30/06/2022 | 00015.DDD.6509.00149.2019.07 |
| 16 | Best of the Best 4.0_3 | The development of the application of artificial intelligence in piloting drones, mobile robots, and manipulators – participation in international competitions and presentation of results at scientific conferences | 80,000.02 | 15/06/2022 | 15/01/2023 | MEiN/2022/DIR/3227 |
| 17 | Best of the Best 4.0_3 | Participation and presentation of research and its physical results at the international conference European Hyperloop Week – with the AGH HYPERLOOP project | 73,322.11 | 01/07/2022 | 31/01/2023 | MEiN/2022/DIR/3139 |
| 18 | POIR 2/4.1.4/2019 application projects | The development and implementation at Baltic Operator Sp. z o.o. (Limited Company) of a model expert system based on the advanced UT/Phased-Array (UT/PA) system for monitoring of the production and diagnostics process of large-scale welded steel structures off-shore and on-shore for the maritime industry – BalTech | 4,951,474.68 | 01/09/2020 | 28/02/2023 | POIR.04.01.04-00-0119/19 |
| 19 | POIR 4.4 | Innovation Incubator 4.0 | 3,126,447.43 | 01/09/2020 | 30/04/2023 | MNiSW/2020/316/DIR |

| No. | Programme/ Action/ Sub-action | Title | Budget (PLN) | Start date | End date | Project ID |
|-----|--|---|--------------|------------|------------|-----------------------------------|
| 20 | Welcome to Poland III edition | Complex and professional service of foreign students, doctoral students, and academic staff at the AGH University | 374,983.54 | 01/05/2022 | 30/04/2023 | BPI/WTP/2021/1/00077/U/00001 |
| 21 | RPSL 7.4.2 | GAZ Mining Professional Activisation | 2,695,134.89 | 01/01/2021 | 31/05/2023 | RPSL.07.04.02-IP.02-24-OBFE/20-00 |
| 22 | SPINAKER 2021 | Second edition of the International School at the AGH University | 528,526.90 | 01/06/2022 | 31/05/2023 | BPI/SPI/2021/1/00042/U/00001 |
| 23 | POIR 2/4.1.4/2019 application projects | VolumeMonit automated precision volumetric measurement system | 2,903,085.17 | 01/10/2020 | 30/06/2023 | POIR.04.01.04-00-0108/19 |
| 24 | POIR 2/4.1.4/2019 application projects | New FTF era for assessing technical condition of rotating machines – from on-site equipment to servers Industry 4.0 BLASTER | 2,393,385.03 | 01/07/2020 | 30/06/2023 | POIR.04.01.04-00-0080/19 |
| 25 | Best of the Best 4.0_3 | AGH Racing – SAE/FS international races | 280,000.00 | 01/07/2022 | 30/06/2023 | MEiN/2022/DIR/3523 |
| 26 | Best of the Best 4.0_3 | Support of the development of uniquely gifted AGH University Acoustic Engineering students by the participation in international competitions and interdisciplinary conferences | 51,252.00 | 04/09/2022 | 30/06/2023 | MEiN/2022/DIR/3226 |
| 27 | Best of the Best 4.0_3 | Space engineering and biology research with the use of the AGH Space Systems sounding rocket and participation in international competitions and conferences | 175,000.00 | 01/10/2022 | 30/06/2023 | MEiN/2022/DIR/3135 |
| 28 | Best of the Best 4.0_3 | The development of the mobile robotics interdisciplinary project – the Kalmana planetary rover, space geology research, and participation in international competitions and conferences | 318,780.00 | 01/08/2022 | 30/06/2023 | MEiN/2022/DIR/3051 |
| 29 | Best of the Best 4.0_3 | Trip to the international F1TENTH competition | 157,500.00 | 01/11/2022 | 30/06/2023 | MEiN/2022/DIR/3136 |
| 30 | Best of the Best 4.0_3 | Intelligent system for the prediction and detection of automatic controls' damaged elements | 69,500.00 | 01/08/2022 | 30/06/2023 | MEiN/2022/DIR/3334 |
| 31 | Best of the Best 4.0_3 | AGH Solar Boat participation in international solar and autonomous boat competitions | 100,000.02 | 01/07/2022 | 30/06/2023 | MEiN/2022/DIR/3418 |

| No. | Programme/ Action/ Sub-action | Title | Budget (PLN) | Start date | End date | Project ID |
|-----|---|---|---------------|------------|------------|------------------------------|
| 32 | Best of the Best 4.0_3 | AGH Solar Plane – participation in the International Unmanned Aerial Vehicles Competition | 150,000.02 | 01/07/2022 | 30/06/2023 | MEiN/2022/DIR/3318 |
| 33 | Best of the Best 4.0_3 | International, classified competition of vehicles equipped with autonomous AI systems held in various categories including AI/CV/EV/DRIVERLESS classes | 50,000.02 | 01/07/2022 | 30/06/2023 | MEiN/2022/DIR/3412 |
| 34 | POIR 1/1.1.1/2020 Fast Track | Laminated steel carrier pipes – Polish innovation in horizontal drilling – LASTPIPE | 10,155,819.59 | 01/10/2020 | 31/08/2023 | POIR.01.01.01-00-0039/20 |
| 35 | POWER 3.3 SPINAKER | Vacation learning at AGH for Sustainable Industry 4.0 Education | 732,612.00 | 01/06/2021 | 31/08/2023 | PPI/SPI/2020/1/00065/U/00001 |
| 36 | SPINAKER 2021 | Advanced artificial intelligence technologies – summer and winter courses at the AGH University | 571,350.00 | 01/06/2022 | 31/08/2023 | BPI/SPI/2021/1/00019/U/00001 |
| 37 | POWER 3.4 Didactic excellence of the University | Enhancement of the didactic excellence at the AGH University | 900,426.00 | 23/08/2022 | 30/09/2023 | MEiN/2022/DIR/1810 |
| 38 | POIR 1.2 INNOSTAL | The development of non-destructive tests system conducted in a continuous way with the development of a program controlling the welding machine operation based on the analysis of sea weld mechanical parameters – NOISE | 4,071,687.50 | 01/01/2020 | 30/10/2023 | POIR.01.02.00-00-0091/19 |
| 39 | POIR 1/1.1.1/2021 Fast Track | The development of innovative system for determining vector displacement field based on UAV imaging – WDP | 2,518,187.26 | 01/11/2021 | 31/10/2023 | POIR.01.01.01-00-0297/21 |
| 40 | POWER 3.5 DOS | Accessibility Academy – Strengthening the potential of AGH in terms of supporting people with disabilities | 13,207,720.90 | 01/01/2020 | 30/11/2023 | POWR.03.05.00-00-A076/19-00 |
| 41 | POIR 1/1.1.1/2021 Fast Track | Steel pipelines critical stress detector – FERRUM | 15,508,765.00 | 01/08/2021 | 30/11/2023 | POIR.01.01.01-00-0023/21 |
| 42 | POIR 1/1.1.1/2020 Fast Track | The development of a system for ultrasound diagnostics and construction monitoring – EQUIPUS | 3,846,102.94 | 01/01/2021 | 31/12/2023 | POIR.01.01.01-00-0787/20 |
| 43 | POIR 4.1.1 „INGA” | A new 3D seismo-geological model testing prospects for the discovery of unconventional hydrocarbon reservoirs in the Miocene of the Carpathian – Miocen3D | 17,488,250.00 | 01/01/2021 | 31/12/2023 | POIR.04.01.01-00-0046/19 |

| No. | Programme/ Action/ Sub-action | Title | Budget (PLN) | Start date | End date | Project ID |
|-----|-------------------------------------|---|----------------|------------|------------|-----------------------------|
| 44 | POIR 4.2 | Non-economic part: PL-5G National Laboratory for Advanced 5G Research | 148,067,193.18 | 01/01/2021 | 31/12/2023 | POIR.04.02.00-00-D008/20-00 |
| 45 | POIR 4.2 | Economic part: PL-5G National Laboratory for Advanced 5G Research (state aid 4,220,893.04) | 67,408,400.58 | 01/01/2021 | 31/12/2023 | POIR.04.02.00-00-D008/20-00 |
| 46 | POIR 1/1.1.1/2021 Fast Track | Intelligent, adaptive system of quality control and support of optimisation of precise assembly system production based on artificial intelligence and augmented reality – ADAPTSYS | 4,748,819.20 | 01/07/2021 | 31/12/2023 | POIR.01.01.01-00-0031/21 |
| 47 | POIR 1/1.1.1/2021 Fast Track | Development and implementation of a highly efficient production system of high-purity hydrogen in a solid oxide electrolyser – VETNI | 9,555,114.63 | 01/09/2021 | 31/12/2023 | POIR.01.01.01-00-0022/21 |
| 48 | POIR 1/1.1.1/2021 Fast Track | The development of automated device for diagnostics/identification of technical condition of steel cord in truck tyres with the use of hybrid method – CentroGum-AGH | 3,095,643.09 | 01/09/2021 | 31/12/2023 | POIR.01.01.01-00-0382/21 |
| 49 | POIR 1/1.1.1/2021 Fast Track | The development of a technology and implementation of the production of 25 kV AC carrying conducting overhead contact line fittings dedicated to uses in high-speed railway communication systems – HSRE | 4,301,050.00 | 01/10/2021 | 31/12/2023 | POIR.01.01.01-00-0606/21 |
| 50 | POIR 6/1.1.1/2020 Fast Track | New technology for plastic shaping of products for aviation and electrical engineering with the use of innovative composite, elastomer, and metal tools with 3D, CVD, and PVD coatings with improved friction and wear properties | 7,785,748.97 | 01/01/2021 | 31/12/2023 | POIR.01.01.01-00-1529/20 |
| 51 | POIR 1/1.1.1/2021 Fast Track | The development of technology for the production of ultralight composite hydrogen storage tanks for distributed energy systems – SaferH2 | 13,222,144.13 | 01/10/2021 | 31/12/2023 | POIR.01.01.01-00-0872/21 |

2.8 International cooperation

The AGH University is involved in international cooperation by:

1. participating in international didactic programmes, i.a: ERASMUS +, UNIVERSEH, VULCANUS IN JAPAN, The Education Programme (from Iceland, Lichtenstein, Norway Grants), NAWA SPINAKER, NAWA WELCOME POLAND (table 2.4., Figures 2.6.–2.15.);
2. concluding partnership agreements:
 - bilateral agreements (Figure 2.16.),
 - general agreements (305 agreements on cooperation of a general character, so-called Memorandum of Understanding, concluded with universities),
 - double diploma agreements;
3. visits of foreign guests as part of lectures, meetings, research groups (Figure 2.17.)
4. participating in international events such as: The Polish Science Week at EXPO Dubai, the conference on Polish higher education – „Polskie szkolnictwo wyższe – uczelnie otwarte na świat”, the 15th anniversary of IROs Forum;
5. implementing tools which improve the handling and communication related to international cooperation:
 - introducing WebCon, an internet platform for handling foreign travel forms digitally, creating a website with a communicator which facilitates the process of staff,
 - WELCOME POINT – a place dedicated to serving foreign staff,
 - electronic Newsletter in English.

Table 2.4. Mobility at the AGH University in the 2021/2022 academic year

| Programme | Students leaving | Students coming | Employees leaving | Employees coming |
|-------------------------|------------------|-----------------|-------------------|------------------|
| ERASMUS + | 189 | 5 | 243 | 57 |
| THE EDUCATION PROGRAMME | 6 | - | 3 | 1 |
| OTHER | 592 | - | 1550 | 280 |

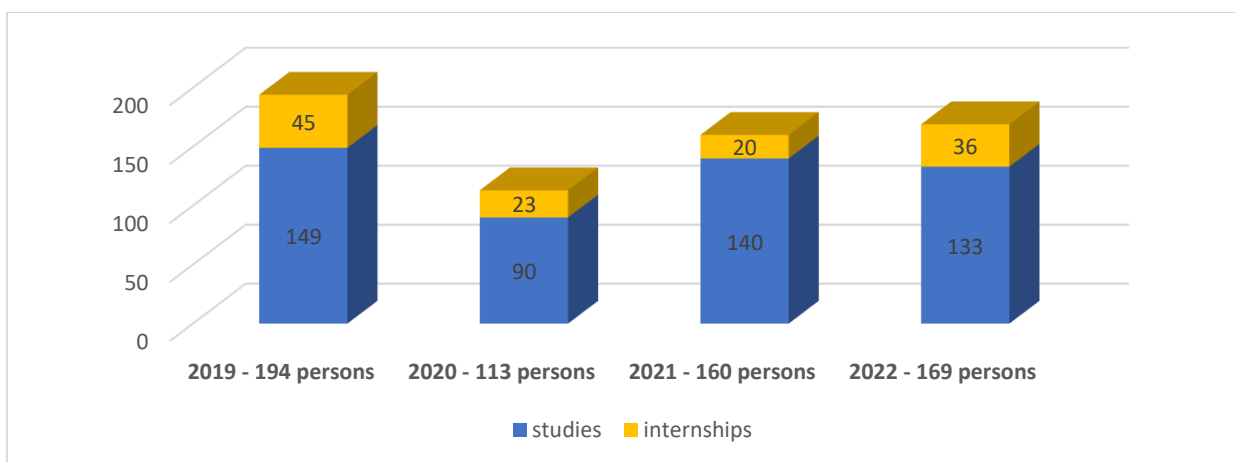


Figure 2.6. Departures of the AGH University students for studies and internships under the Erasmus+ Programme

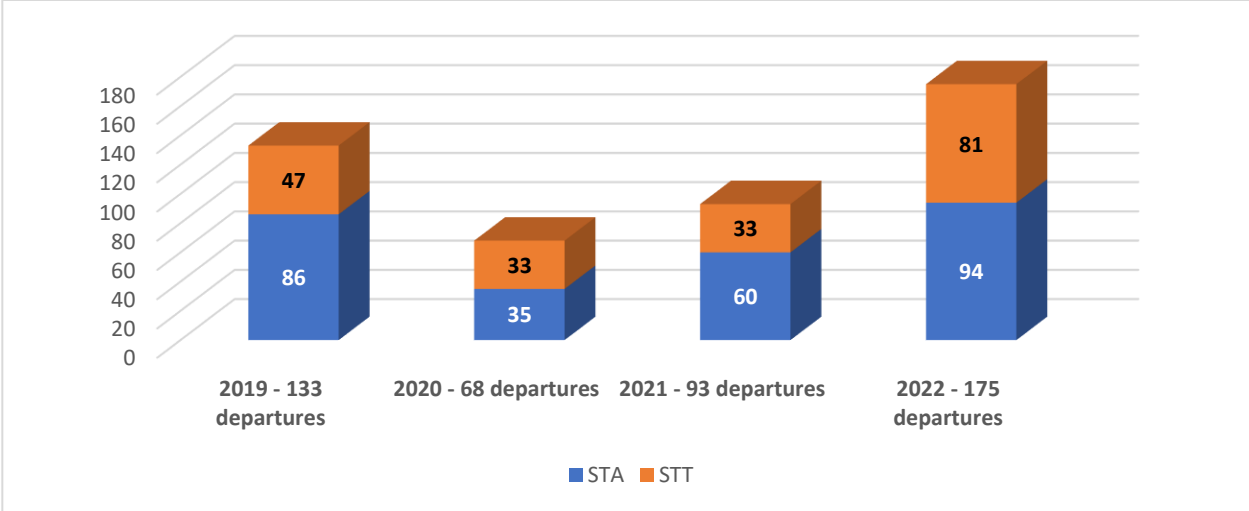


Figure 2.7. Departures of the AGH University employees under the Erasmus+ Programme

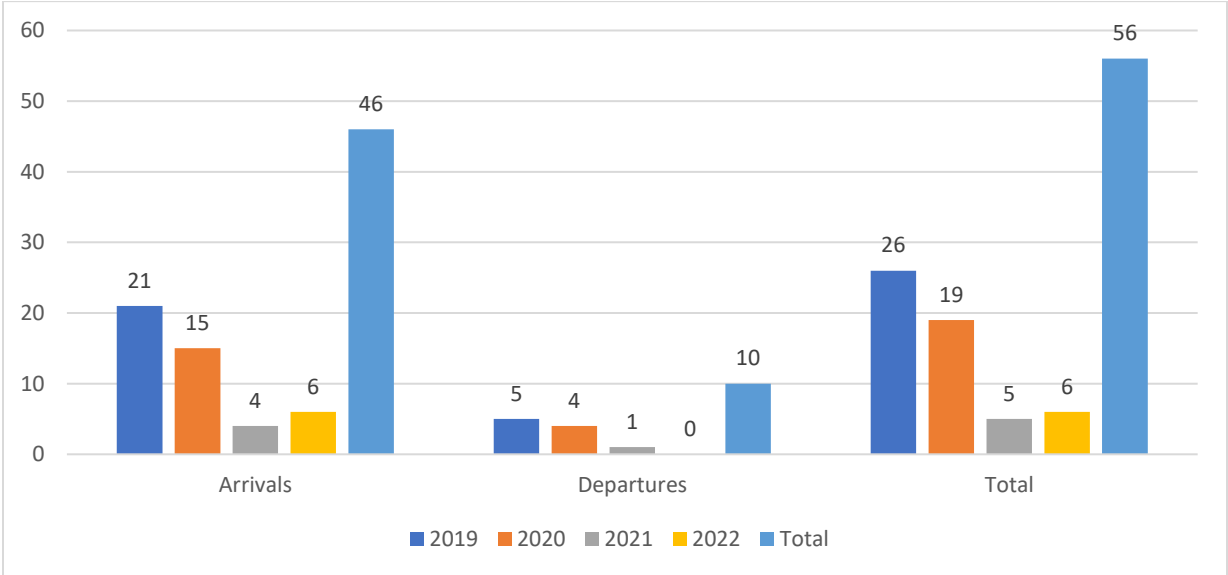


Figure 2.8. Mobility of students/doctoral students for the purpose of pursuing studies under the Erasmus+ Programme

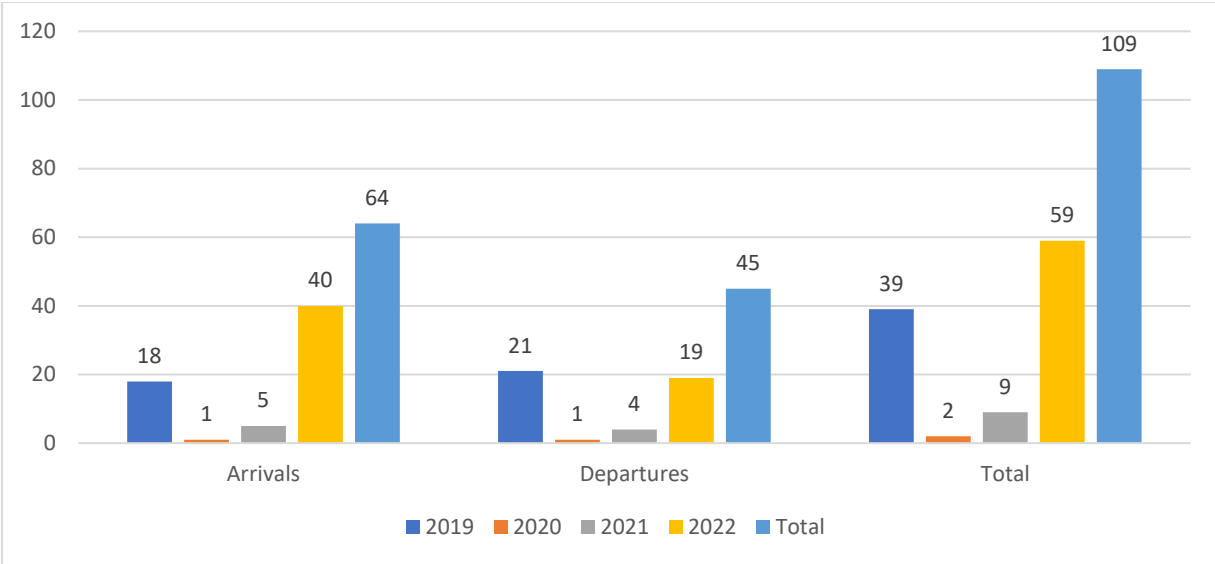


Figure 2.9. Mobility of academic teachers for the purpose of implementing didactic activities under the Erasmus+ Programme KA107/171

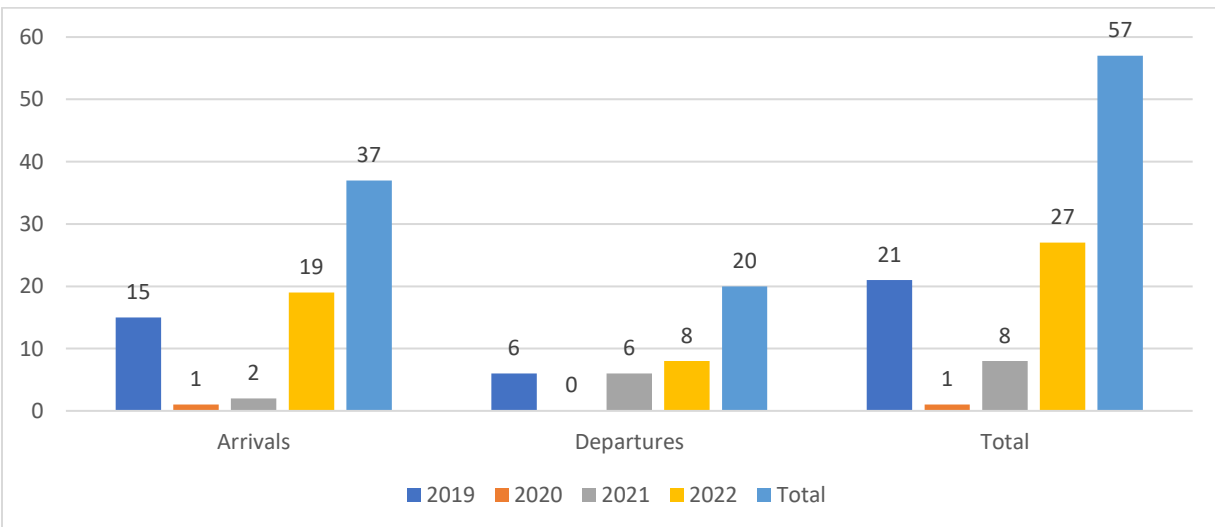


Figure 2.10. Mobility of employees for training purposes under the Erasmus+ Programme KA107/171

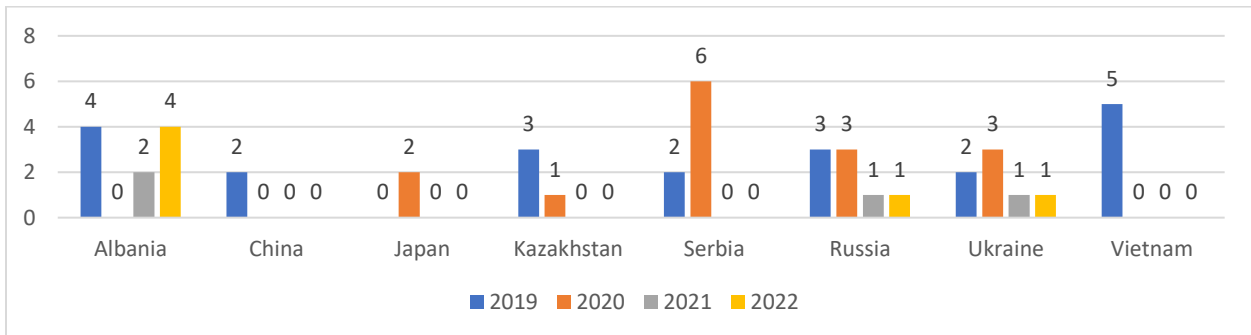


Figure 2.11. Student arrivals in 2019–2022

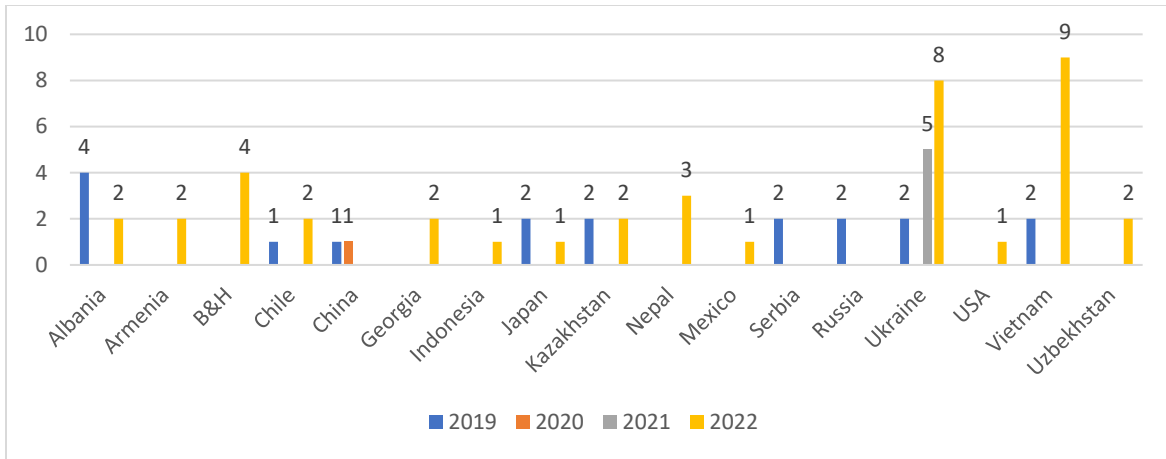


Figure 2.12. Arrivals of academic teachers for the purpose of implementing didactic activities in 2019–2022

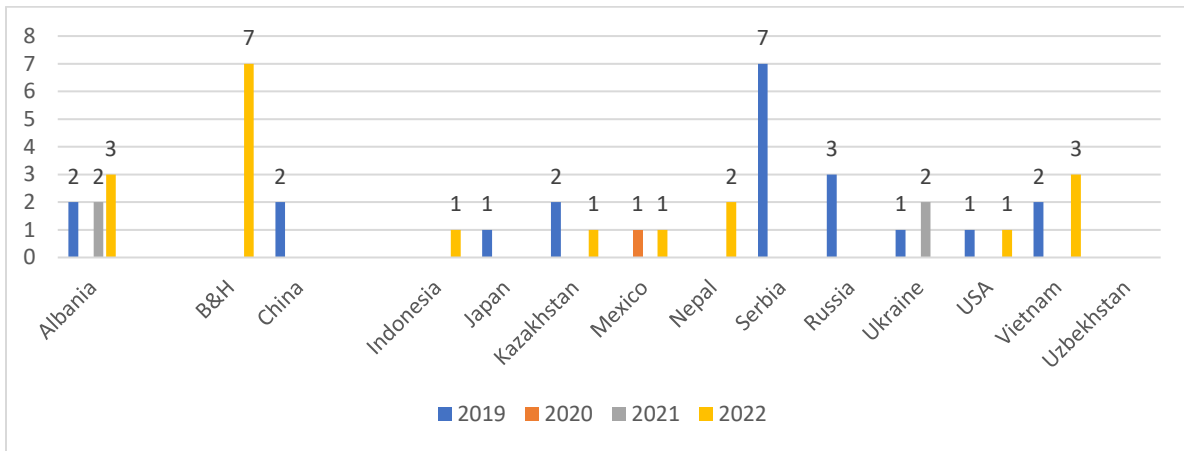


Figure 2.13. Departures of academic teachers for the purpose of implementing didactic activities in 2019–2022

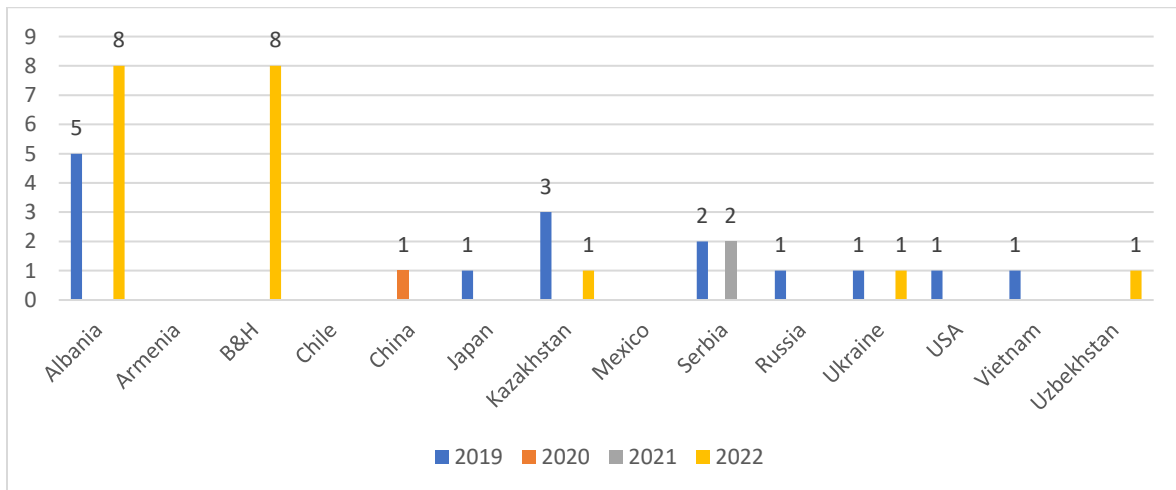


Figure 2.14. Employee arrivals for training purposes in 2019–2022

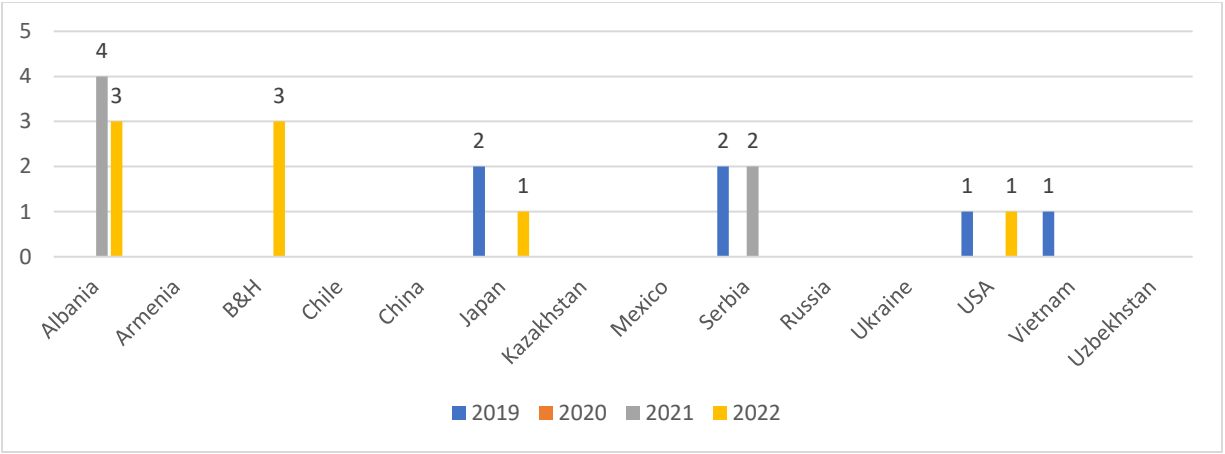


Figure 2.15. Employee departures for training purposes in 2019–2022

Partnership agreements

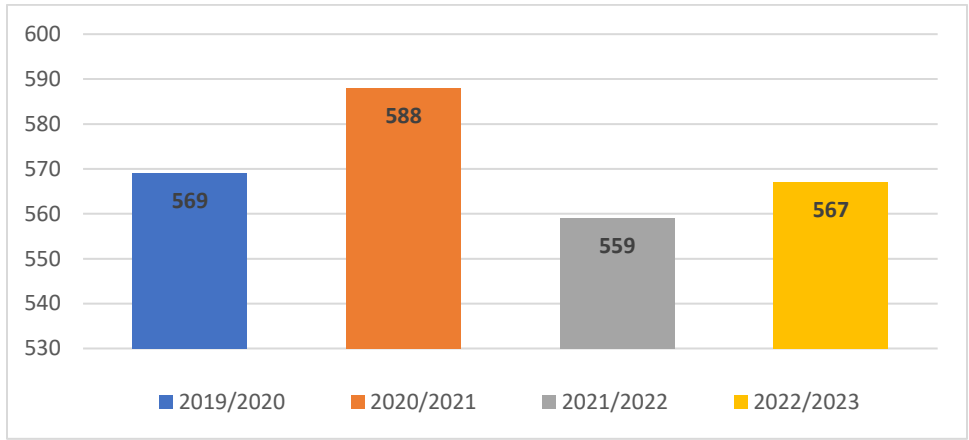


Figure 2.16. Erasmus+ bilateral agreements

Foreign guests

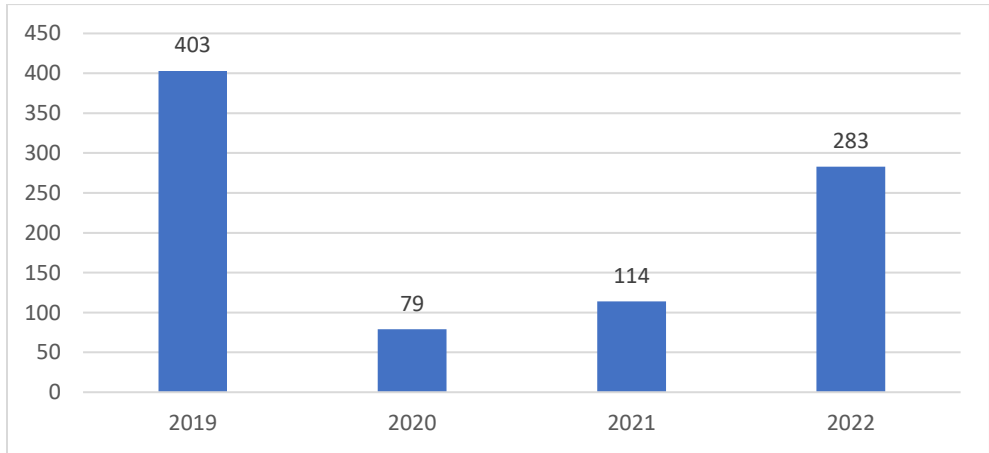


Figure 2.17. Foreign guests at the AGH University in 2019–2022

3. Methodology for implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University

3.1 The AGH University statement of support for the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The AGH University of Krakow represented by the Rector, Professor Jerzy Lis, on April 11, 2023, expressed its support for the recommendations of the European Commission No. 2005/251/EC indicating the convergence of the Charter and the Code's principles with the development strategy of the university.

3.2 Legitimacy of HR actions for the AGH University researchers

On the day of signing the statement of support for the recommendations of the European Commission No. 2005/251/EC, the official process of implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University began. For this purpose the Team for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University has been established. The members of the Team have been: academic staff representing all faculties and employees of organisation units directly engaged in the process of implementing the principles of the Charter and the Code (Table 5).

Table 3.1. Members of the Team for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University

| No. | Name and Surname | Organisation unit/function |
|-----|---|---|
| 1 | Prof. Dr hab. Eng. Manuela Reben | Team leader, Faculty of Materials Science and Ceramics |
| 2 | Dr hab. Eng. Beata Smyrak, associate professor at the AGH University | Faculty of Non-Ferrous Metals |
| 3 | Dr hab. Eng. Grzegorz Lenda, associate professor at the AGH University | Faculty of Geo-Data Science, Geodesy, and Environmental Engineering |
| 4 | Prof. Dr hab. Maciej Capiński | Faculty of Applied Mathematics |
| 5 | Dr hab. Eng. Ryszard Machnik, associate professor at the AGH University | Faculty of Mechanical Engineering and Robotics |
| 6 | Dr Eng. Paweł Schmidt | Faculty of Electrical Engineering, Automatics, Computer Science, and Biomedical Engineering |
| 7 | Dr hab. Eng. Małgorzata Wilk, associate professor at the AGH University | Faculty of Metals Engineering and Industrial Computer Science |
| 8 | Dr hab. Eng. Barbara Kowal, associate professor at the AGH University | Faculty of Civil Engineering and Resource Management |
| 9 | Dr Karol Dąbrowski | Faculty of Drilling, Oil, and Gas |
| 10 | Dr hab. Eng. Małgorzata Danek | Faculty of Geology, Geophysics, and Environmental Protection |
| 11 | Dr hab. Eng. Damian Rybicki, associate professor at the AGH University | Faculty of Physics and Applied Computer Science |

| | | |
|--|---------------------------------------|--|
| 12 | Dr Kinga Sekerdej | Faculty of Humanities |
| 13 | Dr Eng. Katarzyna Lejda | Faculty of Energy and Fuels |
| 14 | Prof. Dr hab. Eng. Dariusz Kopyciński | Faculty of Foundry Engineering |
| 15 | Dr Eng. Sławomir Ziółkowski | Faculty of Management |
| 16 | Dr Eng. Robert Brzoza-Woch | Faculty of Computer Science, Electronics, and Communications |
| In the Team's work in an advisory and consultative character participate: | | |
| 1 | Lidia Krawentek, MSc Eng. | Director of Science Support Centre |
| 2 | Agnieszka Gajek, MSc Eng. | Head of the Organisational Department |
| 3 | Katarzyna Davassi, MA | Centre for Employee Affairs |
| 4 | Katarzyna Wrzozczyk, MA | Centre for Communication and Marketing |

3.3 The working methodology of the Team for implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University

During the first meeting of the Team, the working methodology (the schedule of actions was approved) and the conception of implementing the principles of the Charter and the Code were established. What was also determined was the distribution of work on the analysis of external and institutional law regulations and practices applicable at the AGH University in accordance with the information provided by the Science Support Centre (CON) in collaboration with the team leader.

Both the process and the methodology of surveying were discussed in detail.

During the period of preparing the HR4R Strategy, the plan, and schedule of corrective and improvement actions, multiple meetings took place: meeting initiating the work on the implementation, Team meetings during which the most important actions aimed at implementing the Charter and the Code at the AGH University were established, meetings of work teams which completed specific tasks assigned in line with their competence.

Since the moment of the AGH University authorities' decision on implementing the Charter and the Code, there has been an initiative promoting their implementation.

A website devoted to the process of implementation of the Charter and the Code's principles at the AGH University was created: <https://hrs4r.agh.edu.pl/> and has been updated on an ongoing basis. Moreover, the units responsible for the implementation of the Charter and the Code have been spreading the information according to the action plan on the websites of given faculties.

Information on the undertaken actions has been also posted in the AGH University Employee Information which is addressed to the entire academic community.

4. Internal analysis of principles and practices at the AGH University

4.1. Analysis of the AGH University regulations and practices regarding the implementation of the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Table 4.1. Internal analysis of the Polish legislation, institutional provisions, and the AGH University practices regarding the implementation of the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

| I. Ethical and professional aspects | | | |
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| 1. Freedom of research | | | |
| In their research, scientists should be guided by the good of humanity and aim to expand the boundaries of scientific knowledge, while enjoying their freedom of belief and expression, as well as their freedom to determine problem-solving methods, in accordance with recognised ethical principles and practices. However, scientists should recognise the limitations on these freedoms that may arise from specific research conditions (including scientific supervision/advice/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in industry, for the protection of intellectual property rights. Nevertheless, such restrictions should not conflict with recognised ethical principles and practices that researchers must adhere to. | | | |
| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 4 February 1994 on copyright and related rights (consolidated text Journal of Laws 2022, item 2509). • Act of 17 December 2004 on responsibility for violation of public finance discipline (consolidated text Journal of Laws 2021, item 289, as amended). • Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws 2022, item 1233). • Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws 2021, item 386) • Act of 23 April 1964 Civil Code (consolidated text Journal of Laws 2022, item 1360 as amended). • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1510, as amended). • Act of 27 August 2009 on public finances (consolidated text Journal of Laws 2022, item 1634, as amended). • Act of 22 July 2022 Public Procurement Law (consolidated text Journal of Laws of 2022, item 1710, as amended). • Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws 2021, item 324, as amended). • Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption | <ul style="list-style-type: none"> • Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. • Order No. 7/2022 of the Rector of the AGH University of 27 January 2022 on the Rector's Commission on Ethics in Human Research. • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. • Resolution No. 32/2016 of the AGH Senate of 30 March 2016 on the Regulations for the use of AGH research infrastructure. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow. Regulations on benefits for students of the AGH University of Science and Technology in Krakow. | No action is required | |

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| <p>of the principles of research integrity.</p> <ul style="list-style-type: none"> • Code of the National Science Centre on research integrity and seeking research funding (Resolution of the Council of the National Science Centre No. 39/2016 of 11 May 2016). • National Science Centre Council Recommendations for Research Involving Human Subjects, 2016, https://www.ncn.gov.pl/sites/default/files/pliki/2016_z_aleceni%C3%A1_Rady_NCN_dot_etyki_badan.pdf . • Good academic practices in hiring and supervisor-subordinate relationships, Ministry of Science and Higher Education, Good academic practices 2014. • Resolution No. 2/2020 of 25 June 2020 of the General Assembly of the Polish Academy of Sciences on the Code of Ethics for a Researcher. • Integrity in research and respect for intellectual property, Ministry of Science and Higher Education, Good academic practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_1_ow-skompresowany.pdf. • Good practice in review procedures in science, Ministry of Science and Higher Education, Good academic practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf). • Code of Ethics for Laureates and Beneficiaries of the FNP adopted by the Board of the Foundation on 5 March 2008. http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/ • Good practices in higher education institutions, developed by the Polish Rectors Foundation and adopted by the Plenary Meeting of the Conference of Academic Rectors of Polish Schools on 26 April 2007 https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf | | | |
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2. Ethical principles
 Researchers should adhere to recognised ethical practices and fundamental ethical principles relevant to their disciplines, as well as ethical standards included in national, sectoral or institutional codes of ethics.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 4 February 1994 on copyright and related rights (consolidated text Journal of Laws 2022, item 2509). | <ul style="list-style-type: none"> • Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. • Order No. 7/2022 of the Rector of the AGH University of 27 January 2022 on the Rector's Commission on Ethics in Human Research. | Updating the Code of Ethics Creation of a website/sub-page of the AGH main website, which will contain a collection of all | 1st quarter 2024 Centre for Staff Affairs (CSP), |

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| <ul style="list-style-type: none"> • Act of 6 September 2001 Pharmaceutical Law (consolidated text Journal of Laws 2022, item 2301). • Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of research integrity. • Code of the National Science Centre on research integrity and seeking research funding (Resolution of the Council of the National Science Centre No. 39/2016 of 11 May 2016). • Recommendations of the Council of the National Science Centre on research involving human subjects, 2016. https://www.ncn.gov.pl/sites/default/files/pliki/2016_z_alecena_Rady_NCN_dot_etyki_badan.pdf • Good academic practices in hiring and in supervisor-subordinate relationships, Ministry of Science and Higher Education, Good academic practices 2014 http://ihuw.pl/sites/ihuw.pl/files/pictures/Wydarzenia_dobre_praktyki_akademickie.pdf • Resolution No. 2/2020 of 25 June 2020 of the General Assembly of the Polish Academy of Sciences on the Code of Ethics for a Researcher. • Integrity in research and respect for intellectual property, Ministry of Science and Higher Education, Good academic practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_1_ow-skompresowany.pdf • Good practices in review procedures in science, Ministry of Science and Higher Education, Good academic practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf • Code of Ethics for Laureates and Beneficiaries of the FNP adopted by the Board of the Foundation on 5 March 2008. http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/ • Good practices in higher education institutions, developed by the Polish Rectors Foundation and adopted by the Plenary Meeting of the Conference of Academic Rectors Polish Schools on 26 April 2007 https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf • Code of good practices in scientific publications, SEN 2001, Vol. 1, No. 1. | <ul style="list-style-type: none"> • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. • Resolution No. 32/2016 of the AGH Senate of 30 March 2016 on the Regulations for the use of AGH research infrastructure. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow • Appendix No. 1 to Resolution No. 52/2018 of the AGH Senate of 25 April 2018.Consolidated text of the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow of 26 April 2017. | <p>documents on practices, rules and ethical standards in force in national and university legislation.</p> | <p>Centre for IT Solutions (CRI)</p> |
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3. Professional responsibility

Researchers should make every effort to ensure that their research is of societal relevance and does not duplicate research conducted previously and elsewhere. Researchers must not commit plagiarism in any form and must follow the principle of respect for intellectual property rights and shared ownership of data in the case of collaborative research with supervisor(s) and/or other scientists. The need to corroborate new observations by demonstrating that experiments are reproducible will not be considered plagiarism provided the data to be corroborated is clearly cited. When delegating any aspect of the work to another person, researchers should ensure that the person assigned to the task is suitably qualified to carry it out.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1510, as amended). • Act of 6 June 1997 Criminal Code (Journal of Laws 2022, item 1138, as amended). • Act of 4 February 1994 on copyright and related rights (consolidated text (Journal of Laws 2022, item 2509). • Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws 2022, item 1233). • Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws 2021, item 324, as amended). • Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws 2021, item 386) • Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of research integrity. • Good practices in higher education institutions, developed by the Polish Rectors Foundation and adopted by the Plenary Meeting of the Conference of Academic Rectors of Polish Schools on 26 April 2007 https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf • Good academic practices in hiring and in supervisor-subordinate relationships, Ministry of Science and Higher Education, Good academic practices 2014 http://ihuw.pl/sites/ihuw.pl/files/pictures/Wydarzenia/dobre_praktyki_akademiczne.pdf • Integrity in research and respect for intellectual property, Ministry of Science and Higher Education, Good academic practices 2012 https://ken.pan.pl/images/Rzetelnosc_broszura_fin_lo_w-skompresowany.pdf | <ul style="list-style-type: none"> • Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. • Order No. 7/2022 of the Rector of the AGH University of 27 January 2022 on the Rector's Commission on Ethics in Human Research. • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow • Appendix No. 1 to Resolution No. 52/2018 of the AGH Senate of 25 April 2018. Consolidated text of the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow of 26 April 2017. • Order No. 2/2013 of the Rector of the AGH University of 7 January 2013 on the introduction and improvement of the University's Educational Quality Assurance System at AGH University of Science and Technology in Krakow. <p><u>Good practices</u> The CTT provides training to improve the competence of researchers in the area of intellectual property rights: https://www.agh.edu.pl/aktualnosci/detail/kurs-online-jak-chronic-i-komercjalizowac-pomysly-w-agh</p> | No action is required | |

4. Professional approach

Researchers should be aware of the strategic objectives of their research community and the mechanisms for funding research, and should obtain any necessary approvals before starting research or accessing the funds provided. Researchers should notify their employers, grantors or supervisor if their research project is delayed, redefined or completed, or if it is to be completed early or suspended for a specific reason.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none">• Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended).• Act of 27 August 2009 on public finances (consolidated text Journal of Laws 2022, item 1634, as amended).• Act of 17 December 2004 on responsibility for violation of public finance discipline (consolidated text Journal of Laws 2021, item 289, as amended).• Act of 30 April 2010 on the National Centre for Research and Development (consolidated text Journal of Laws 2022, item 2279).• Act of 6 September 2001 Pharmaceutical Law (consolidated text Journal of Laws 2022, item 2301).• Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of research integrity.• Act of 28 April 2022 on the rules for the implementation of tasks financed from European funds in the financial perspective 2021-2027 (consolidated text (consolidated text Journal of Laws 2022, item 1079).• Good practices in review procedures in science, Ministry of Science and Higher Education, Good academic practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf | <ul style="list-style-type: none">• Resolution No. 32/2016 of the AGH Senate of 30 March 2016 on the Regulations for the use of AGH research infrastructure.• Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text).• Order No. 3/2021 of the Rector of the AGH University of 21 January 2021 on the award of public contracts.• Order No. 28/2019 of the Rector of the AGH University of 27 June 2019 on the procedure for concluding contracts and the use of standard contract templates at the AGH University of Science and Technology in Krakow. | No action is required | |

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| <ul style="list-style-type: none"> • Integrity in research and respect for intellectual property, Ministry of Science and Higher Education, Good academic practices 2012 https://ken.pan.pl/images/Rzetelnosc_broszura_fin_1ow-skompresowany.pdf • Resolution of the Council of the National Science Centre of 2 March 2022 No. 27/2022 on the amendment of the Regulations on awarding funds for the implementation of tasks financed by the National Science Centre in the area of research projects. • Regulation No 1303/2013 of the European Parliament and of the Council of the European Union of 13 December 2013 laying down common provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund. | | | |
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5. Contractual or regulatory obligations

Researchers at any stage of their career need to be aware of the national, sectoral and institutional regulations governing training and/or working conditions. These include provisions of law regarding intellectual property rights and requirements and conditions from any sponsors or grantors, regardless of the nature of the contract. Researchers should comply with such regulations by delivering the required research outputs (e.g. PhD/habilitation dissertation, publications, patents, reports, new product development, etc.), which are specified in the terms of the contract or equivalent document.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws 2021, item 324, as amended). • Act of 4 February 1994 on copyright and related rights (consolidated text Journal of Laws 2022, item 2509). • Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws 2021, item 386) • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws 2022, item 1233). • Act of 23 April 1964 Civil Code (consolidated text Journal of Laws 2022, item 1360 as amended). | <ul style="list-style-type: none"> • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow • Resolution No. 43/2017 of the AGH Senate of 26 April 2017 on the principles of assigning and carrying out teaching duties by academic staff employed at the University of Science and Technology in Krakow • Resolution No. 67/2010 of the AGH Senate of 26 May 2010 on setting remuneration for academic teachers employed at the AGH University of Science and Technology in particular positions, as well as the conditions for its reduction and the rules for calculating teaching hours, amended by Resolution No. 93/2012 of | <p>No action is required</p> | |

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| | <p>the AGH Senate of 30 May 2012, Resolution No. 82/2013 of the AGH Senate of 3 July 2013, Resolution No. 84/2014 of the AGH Senate of 3 July 2014 and Resolution No. 67/2015 of the AGH Senate of 27 May 2015</p> <ul style="list-style-type: none"> • Order No. 33/2010 of the Rector of the AGH University of 25 August 2010 on pedagogical education of AGH employees and doctoral students. • Resolution No. 10/2011 of the AGH Senate of 26 January 2011 on the conditions and procedure of directing employees to scientific and professional traineeships <p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The university has established a Technology Transfer Centre to support staff intending to commercialise the results of their research. • AGH University employs a Team of Patent Attorneys whose main task is to disseminate and provide patent information for the needs of the Małopolska region, in academia, industry and the economy. • AGH University has established a special purpose vehicle, InnoAGH, which allows scientists to efficiently implement the results of their research. | | |
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6. Accountability
 Researchers should be aware that they are accountable to their employers, grantors and other relevant public or private bodies and, for ethical reasons, to the general public. In particular, researchers whose research is funded by state funds are also responsible for the efficient use of taxpayers' money. Accordingly, researchers should adhere to the principles of careful, transparent and efficient financial management and cooperate with any bodies authorised to audit their research, whether the audit is undertaken on the initiative of employers/grantors or by ethics committees. Methods of data collection and analysis, results and, if necessary, detailed data should be made available for internal and external audit purposes as necessary and as requested by the competent authorities.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|--|---|------------------------|-----------------|
| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 27 August 2009 on public finances (consolidated text Journal of Laws 2022, item 1634, as amended). • Act of 17 December 2004 on responsibility for violation of public finance discipline (consolidated text Journal of Laws 2021, item 289, as amended). • Act of 28 April 2022 on the rules for the implementation of tasks financed from European funds in the financial perspective 2021-2027 (consolidated text Journal of Laws 2022, item 1079). • Regulation No 1303/2013 of the European Parliament and | <ul style="list-style-type: none"> • Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. | No action required | |

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| <p>of the Council of the European Union of 13 December 2013 laying down common provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund.</p> <ul style="list-style-type: none"> Guidelines of the Minister of Funds and Regional Policy of 18 November 2022 on the eligibility of expenditure for the period 2021-2027 https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwalifikowalnosci_2021_2027.pdf | <ul style="list-style-type: none"> Resolution No. 32/2016 of the AGH Senate of 30 March 2016 on the Regulations for the use of AGH research infrastructure. Order No. 40/2012 of the Rector of the AGH University of 28 December 2012 on the implementation and operation of management control at the AGH University. Order No. 101/2020 of the Rector of the AGH University of 11 December 2020 on the principles and procedures for the functioning of the University Didactic Audit Team. Order No. 33/2012 of the Rector of the AGH University of 10 October 2012 on the introduction of the registry and archives regulations. | | |
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7. Principles of good practice in research
 Researchers should always apply safe ways of working in accordance with national legislation, i.e., among others, taking the necessary precautions with regard to health and safety at work and the recovery of data lost due to IT failures, e.g. by preparing appropriate backup strategies. They should also be aware of the applicable national laws regarding data protection and confidentiality requirements and take the necessary steps to comply with them at all times.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 10 May 2018 on the protection of personal data (consolidated text Journal of Laws 2019, item 1781). Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1510, as amended). Act of 24 August 1991 on fire protection (consolidated text Journal of Laws 2022, item 2057). Act of 25 February 2011 on chemical substances and their mixtures (consolidated text Journal of Laws 2022, item 1816). Act of 5 August 2010 on the protection of classified information (consolidated text Journal of Laws 2019, item 742, as amended). Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws 2021, item 386) Act of 4 February 1994 on copyright and related rights (consolidated text Journal of Laws 2022, item 2509). Act of 6 September 2001 on access to public information (consolidated text Journal of Laws 2022, item 902). Ordinance of the Council of Ministers of 12 April 2012 on the National Interoperability Framework, minimum requirements for public registers and exchange of information in electronic form and minimum requirements for ICT systems (consolidated text Journal of Laws 2017, item 2247). Ordinance of the Minister of Labour and Social Policy of 26 September 1997 on general health and safety at work regulations (consolidated text Journal of Laws 2003 No. | <ul style="list-style-type: none"> Including the amendments introduced by: Order No. 19/2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. Order No. 26/2017 of the Rector of the AGH University of 28 June 2017 on occupational risk assessment. Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Order No. 60/2020 of the Rector of the AGH University of 11 September 2020 regarding the issue of the AGH Organisational Regulations, Consolidated text in the wording in force from 1 October 2023, established by Resolution No. 40/2023 of the AGH Senate of 26 April 2023 Order No. 26/2019 of the Rector of the AGH University of 27 June 2019 regarding the introduction of the Personal Data Protection Policy. Order No. 9/2017 of the Rector of the AGH University of 10 February 2017 regarding the introduction of the Information Security Policy. OTHER REGULATIONS (ORDERS AND CIRCULAR LETTERS OF THE RECTOR) ON HEALTH AND SAFETY AT AGH: Order No. 7/2003 of the Rector of the AGH University on occupational health and safety and science at AGH. | <p>Information on IT tools for storing data in the "cloud", training in this area.</p> <p>Data protection training and compliance with these rules/regulations.</p> <p>Updating internal health and safety legislation</p> | <p>2nd quarter 2024 – CZW,</p> <p>2nd quarter 2024 – (Personal) Data Protection Officer – DPO (IODO)</p> <p>4th quarter 2024 – Section of Health and Safety</p> |

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| <p>169 item 1650 as amended).</p> <ul style="list-style-type: none"> • Ordinance of the Minister of Science and Higher Education of 30 October 2018 on procedure for ensuring safe and hygienic working and teaching conditions in a higher education institution (Journal of Laws 2018, item 2090). • Good practices in review procedures in science, Ministry of Science and Higher Education, Good academic practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf • Act of 27 June 1997 on occupational medicine service (consolidated text Journal of Laws 2022, item 437). • Ordinance of the Minister of Health of 24 July 2012 on chemical substances, their mixtures, agents or technological processes of carcinogenic or mutagenic effects in the working environment (consolidated text Journal of Laws 2021, item 2235). • Ordinance of the Minister of Family, Labour and Social Policy of 29 June 2016 on health and safety at work related to exposure to electromagnetic fields (consolidated text Journal of Laws 2018, item 331). • Ordinance of the Minister of Labour and Social Policy of 27 May 2010 on health and safety at work related to exposure to optical radiation (consolidated text Journal of Laws 2013, item 1619). • Ordinance of the Minister of Economy and Labour of 5 August 2005 on health and safety at work involving exposure to noise or mechanical vibration (Journal of Laws 2005, No. 157, item 1318). • Ordinance of the Minister of Health of 22 April 2005 on biological agents harmful to health in the work environment and the protection of the health of workers occupationally exposed to such agents (Journal of Laws 2005 No 81, item 716, as amended). • Ordinance of the Minister of Economy of 21 October 2008 on the essential requirements for machinery Journal of Laws 2008 No. 199 item 1228 as amended). • Ordinance of the Minister of Internal Affairs of 5 January 2012 on occupational medicine services (Journal of Laws 2012, item 53). • Integrity in research and respect for intellectual property, Ministry of Science and Higher Education, Good academic practices 2012 | <ul style="list-style-type: none"> • Order No. 36/2012 of the Rector of the AGH University on training in the area of occupational health and safety. • Order No. 29/2016 of the Rector of the AGH University on medical examinations of candidates for studies, students and doctoral students. • Order No. 25/2019 of the Rector of the AGH University on first aid kits and first aid. • Order No. 20/2013 of the Rector of the AGH University on the adaptation of machinery in use to the minimum requirements for health and safety at work. • Order No. 26/2017 of the Rector of the AGH University on occupational risk assessment. • Order No. 3/2005 of the Rector of the AGH University on waste management. • Circular letter No. 6/2011 on safe handling of highly fragmented materials in laboratories and workshops of the AGH University. • Circular letter No. 3/2013 on restrictions on the use of hazardous substances and their mixtures. • Circular letter No. 8/2012 on preventive measures in connection with an accident. • Circular letter No. 4/2012 on the regulations for the prevention of electrocution. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The University's unit ACK Cyfronet conducts research projects in the development and use of the Internet for science, the construction of Grid environments, broadband data transmission in national and international networks and the development of computing centres and techniques. One of the elements of the scientific activity of ACK Cyfronet is the stimulation of research works and the presentation of their results. To this end, the Centre organises or co-organises a number of conferences and symposia. The implementation of the Athena supercomputer in 2022, increasing the computing capacity by more than 10 times, caused an exponential increase in the demand for data storage space. In 2023, the existing data storage system was expanded with further servers including arrays, as planned. Expansion of the secure long-term data storage system (tape libraries) is underway. Due to the very high demand for available computing power, extensions to existing systems and purchases of new systems are currently being implemented. | | |
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| <p>https://ken.pan.pl/images/Rzetelnosc_broszura_fin_ow-skompresowany.pdf</p> <ul style="list-style-type: none"> • Ordinance of the Minister of Economy of 30 October 2002 on minimum requirements for health and safety at work regarding the use of machinery by workers at work (Journal of Laws 2002, No. 191, item 1596, as amended). • Ordinance of the Minister of Health and Social Welfare of 30 May 1996 on the conduct of medical examinations of employees, the scope of the preventive healthcare for employees and medical certificates issued for the purposes provided for in the Labour Code (consolidated text Journal of Laws 2016, item 2067, as amended). • Ordinance of the Minister of Health of 2 February 2011 on tests and measurements of factors harmful to health in the working environment (consolidated text Journal of Laws 2023, item 419). • Ordinance of the Minister of Labour and Social Policy of 12 June 2018 on the maximum permissible concentrations and intensities of factors harmful to health in the working environment (Journal of Laws 2018, item 1286). • Ordinance of the Minister of Labour and Social Policy of 14 March 2000 on occupational safety and health in manual transportation work (consolidated text Journal of Laws 2018, item 1139, as amended). • Ordinance of the Minister of Labour and Social Policy of 1 December 1998 on the safety and hygiene of work at stations equipped with screen monitors (Journal of Laws 1998, No. 148, item 973). • Ordinance of the Minister of Labour and Social Policy of 28 May 1996 on types of work requiring special psychophysical fitness (Journal of Laws 1996, No. 62, item 287). • Ordinance of the Minister of Economy and Labour of 27 July 2004 on training in the field of occupational safety and health (Journal of Laws of 2004, No. 180, item 1860, as amended). • Ordinance of the Council of Ministers of 30 June 2009 on occupational diseases (consolidated text Journal of Laws 2022, item 1836). • Ordinance of the Minister of Health of 30 December 2004 on health and safety at work related to the | <ul style="list-style-type: none"> • The Centre for IT Solutions (CRI) offers support to users of IT systems in accordance with the ITIL set of good practices, implements policies for securing data and IT systems in accordance with KRI and elements of ISO 27001, and organises periodic security audits of the AGH University's central IT systems. • The posting of evacuation diagrams on the walls inside the buildings was highly appraised by Fire Brigade officials. Currently | | |
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| <p>presence of chemical agents in the workplace (Journal of Laws 2016, item 1488).</p> <ul style="list-style-type: none"> • Ordinance of the Council of Ministers of 10 September 1996 on the list of works that are arduous, hazardous or harmful to the health of pregnant women and women who are breastfeeding a child (Journal of Laws 2017, item 796). • Ordinance of the Council of Ministers of 1 July 2009 on establishing the circumstances and causes of accidents at work (Journal of Laws 2009, No. 105, item 870). • Ordinance of the Minister of Infrastructure of 12 April 2002 on the technical conditions to be met by buildings and their location (consolidated text Journal of Laws of 2022, item 1225). • Act of 22 June 2001 on genetically modified organisms (consolidated text Journal of Laws 2022, item 546). • Ordinance of the Minister for Internal Affairs and Administration of 7 June 2010 on fire protection of buildings, other structures and grounds (Journal of Laws 2010, No. 109, item 719, as amended). Work regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019. | | | |
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8. Dissemination, exploitation of results
As agreed in their contracts, all researchers should ensure that the results of their research are disseminated and exploited, e.g. published, communicated to other research communities or, where appropriate, commercialised. In particular, senior researchers are expected to take the initiative in ensuring that research is fruitful and that its results are commercially exploited and/or made available to the general public at every opportunity.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 4 February 1994 on copyright and related rights (consolidated text Journal of Laws 2022, item 2509). • Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws 2021, item 324, as amended). • Act of 30 April 2010 on the National Centre for Research and Development (consolidated text Journal of Laws 2022, item 2279). • Act of 6 September 2001 on access to public information (consolidated text Journal of Laws 2022, item 902). | <ul style="list-style-type: none"> • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow • Annex No. 1 to Order No. 22/2015 of the Rector of the AGH University of 29 June 2015 Regulations for the Use of the Main Library and the University Library Network of the AGH University of Science and Technology in Krakow. • Order No. 24/2021 of the Rector of the AGH University of 7 May 2021 on establishing rules and procedures for collecting, registering and making available doctoral dissertations at the AGH University of Science and Technology in Krakow. | <p>Inform and promote the dissemination of research results in the green open access formula.</p> <p>Developing guidelines for promoting research in international databases.</p> | <p>1st quarter 2024 Vice-Rector for Science</p> <p>4th quarter 2024 Main Library</p> |

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| | <p><u>Good practices:</u> The AGH University has signed a funding agreement for the "Science for Society" project funded by the Ministry of Education and Science. The aim of the project is to create an open-access platform for the exchange of information and dialogue between creators (universities) and users of new technologies, equipment or research services (industry). More about the project can be found at https://s4s.agh.edu.pl/aktualnosci.</p> | | |
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9. Community involvement
Scientists should ensure that their scientific activities are presented to the general public in such a way that they can be understood by non-specialists, thereby increasing the level of public understanding of science. Direct dialogue with the public will help scientists to better understand their interest in science and technology priorities, as well as their concerns.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 6 September 2001 on access to public information (consolidated text Journal of Laws 2022, item 902). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow Annex No. 1 to Order No. 22/2015 of the Rector of the AGH University of 29 June 2015 Regulations for the Use of the Main Library and the University Library Network of the AGH University of Science and Technology in Krakow. Order No. 24/2021 of the Rector of the AGH University of 7 May 2021 on establishing rules and procedures for collecting, registering and making available doctoral dissertations at the AGH University of Science and Technology in Krakow. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> Popular science articles describing research conducted by AGH researchers are regularly posted on the AGH website (PL and EN) and social media; A publication entitled. "AGH Innovator" (PL and EN version) - a review of the most interesting scientific achievements of AGH researchers; also available at; The 'Science Bunker' project is underway - a popular science channel on YouTube of the AGH University since June 2022. The channel is a place for science enthusiasts to meet and discuss the most important contemporary issues; | No action is required | |

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| | <ul style="list-style-type: none"> • In 2021, the 'AGH NAUKA meetings' project was launched (the project includes cyclical meetings with scientists and the creation of a series of films discussing scientific problems and the impact of scientific developments on the development of the modern world, also translated into English); • There is also an AGH Bulletin which describes, among others, the achievements of the AGH University's scientists; • A series of popular science books for children was developed and published: Discovering the World of Science and Technology - the AGH University of Science and Technology staff introduce the youngest children to exciting scientific and technical issues; | | |
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10. Principle of non-discrimination
Grantors and/or employers will not discriminate in any way against researchers on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion and social or material status.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Guidelines of the Minister of Funds and Regional Policy of 29 December 2022 on the implementation of equality principles under EU funds for 2021-2027 https://www.funduszeuropejskie.gov.pl/media/113155/wytyczne.pdf | <ul style="list-style-type: none"> • Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. • Annex No. 1 to the Order No. 83/2021 of the Rector of the AGH University of 29 December 2021 Gender Equality Plan for the AGH University of Science and Technology in Krakow • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The University has an AGH Office for Persons with Disabilities, which implements programmes such as the specialised support system for students with special needs HELP or the "Accessibility Academy - Strengthening the potential of the AGH the to support people with disabilities", among others. • The guide <i>Employing disabled people Good practices of employers in Poland and other European countries</i> was developed and published http://polscyniepelnosprawni.agh.edu.pl/wp-content/uploads/broszura_zatrudniajac_niepelnosprawnych.pdf | No action is required | |

11. Employee evaluation systems
Employers and/or grantors should introduce for all researchers, including senior researchers, staff appraisal systems for regular evaluation of their professional performance carried out in a transparent manner by an independent (and in the case of senior researchers, preferably international) committee. Such staff appraisal procedures should appropriately take into account the overall scientific creativity and research performance of the researchers, e.g. publications, patents, research management, teaching/lecturing, supervision, mentoring, national or international cooperation, administrative duties, public awareness activities and mobility, and should be taken into account in the context of career development.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Ordinance of the Minister of Science and Higher Education of 23 January 2019 on the awards of the minister responsible for higher education and science (consolidated text Journal of Laws of 2021, item 2286). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow Order No. 29/2021 of the Rector of the AGH University of 21 May 2021 on the principles and procedure for conducting surveys and hospitality at the AGH University of Science and Technology in Krakow. Circular letter NR 5/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. Annex No. 1 to Order No. 73/2022 of the Rector of the AGH University of 16 December 2022 amending Order No. 15/2020 of 16 March 2020. Appendix No. 15 to the Employees Remuneration Regulations (which constitute Appendix No. 1 to the AGH Rector's Order No. 73/2022 of 16 December 2022 on the AGH Employees Remuneration Regulations) Regulations specifying the principles and procedure for granting the Rector's awards to academic staff. Order No. 108/2020 of the Rector of the AGH University of 21 December 2020 on periodic evaluation of employees. Order No. 50/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. | Update of internal regulations for the evaluation of academic staff and doctoral students. | 2nd quarter 2025 – Vice-Rector for General Affairs |

II. Recruitment

12. Recruitment (based on the Charter)
Employers and/or grantors should ensure that admission standards for researchers, particularly at the early stages of their careers, are clearly defined and should facilitate access for disadvantaged groups or researchers returning to a research career, including teachers (at any level of the school system) returning to a research career. Employers and/or grantors of researchers should follow the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Guidelines of the Minister of Funds and Regional Policy of 18 November 2022 on the eligibility of expenditure for the period 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwalifikowalnosci_2021_2027.pdf | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). | Reorganisation of the CSP to create a department responsible for human resources (HR) management. Development of standards and good practices | 1st quarter 2025 Vice-Rector for General Affairs |
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13. Recruitment (based on the Code)
Employers and/or grantors should establish open, efficient, transparent recruitment procedures that are supportive, internationally comparable, and tailored to the type of position offered. Employment advertisements should include an accurate description of the knowledge and qualifications required and should not be so specialised as to discourage suitable candidates. Employers should also include a description of working conditions and entitlements, including a description of career development prospects. In addition, the time between the posting of the vacancy or call for applications should be realistically estimated and the closing date for applications.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. • Resolution No. 43/2017 of the AGH Senate of 26 April 2017 on the principles of assigning and carrying out teaching duties by academic staff employed at the University of Science and Technology in Krakow • Resolution No. 67/2010 of the AGH Senate of 26 May 2010 on setting remuneration for academic teachers employed at the AGH University of Science and Technology in particular positions, as well as the conditions for its reduction and the rules for calculating teaching hours, amended by Resolution No. 93/2012 of the AGH Senate of 30 May 2012, Resolution No. 82/2013 of the AGH Senate of 3 July 2013, Resolution No. 84/2014 of the AGH Senate of 3 July 2014 and Resolution No. 67/2015 of the AGH Senate of 27 May 2015 • Order No. 33/2010 of the Rector of the AGH University of 25 August 2010 on pedagogical education of AGH employees and doctoral students. • Resolution No. 10/2011 of the AGH Senate of 26 January 2011 on the conditions and procedure for directing employees to scientific and professional traineeships. | Development of recruitment standards and good practices | 4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs |

14. Selection of staff

Candidate selection committees should represent a variety of experiences and qualifications and have an appropriate gender balance and, where necessary and possible, include members from different industries (public and private sector) and disciplines, including those from other countries with relevant experience to assess candidates. Where possible, a wide range of candidate selection practices should be used, such as external expert assessment and face-to-face interviews with the candidate. Members of the candidate selection panel should be properly trained.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Resolution No. 43/2017 of the AGH Senate of 26 April 2017 on the principles of assigning and carrying out teaching duties by academic staff employed at the University of Science and Technology in Krakow Resolution No. 67/2010 of the AGH Senate of 26 May 2010 on setting remuneration for academic teachers employed at the AGH University of Science and Technology in particular positions, as well as the conditions for its reduction and the rules for calculating teaching hours, amended by Resolution No. 93/2012 of the AGH Senate of 30 May 2012, Resolution No. 82/2013 of the AGH Senate of 3 July 2013, Resolution No. 84/2014 of the AGH Senate of 3 July 2014 and Resolution No. 67/2015 of the AGH Senate of 27 May 2015 Order No. 33/2010 of the Rector of the AGH University of 25 August 2010 on pedagogical education of AGH employees and doctoral students. Resolution No. 10/2011 of the AGH Senate of 26 January 2011 on the conditions and procedure of directing employees to scientific and professional traineeships | <p>Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions, recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications.</p> | <p>4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs</p> |

15. Transparency

Before candidates are selected, they should be informed about the recruitment process and the selection criteria, the number of positions available and their career prospects. Once the selection process has been completed, candidates should also be informed of the strengths and weaknesses of their applications.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Resolution 35/2003 of the AGH Senate, Academic Code of Ethics. | <p>Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions,</p> | <p>4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs</p> |

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| | | recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications. | |
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16. Assessment of merit
The whole range of candidates' experience should be taken into account in the selection process. In addition to assessing their overall potential as researchers, their creativity and level of independence should also be taken into account. This means that merit should be assessed both qualitatively and quantitatively, focusing not only on the number of publications, but also on the outstanding results achieved during a varied scientific career. As a result, the importance of bibliometric indicators should be appropriately balanced with a broader range of evaluation criteria, e.g. teaching, mentoring, teamwork, knowledge transfer, research management, and activities in innovation and spreading scientific awareness in society. For candidates with experience in the industrial sector, particular attention should be paid to their contribution to patents, developments or inventions.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). | Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions, recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications. | 4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs |

17. Deviations from the chronological order of the CVs
Career breaks or deviations from chronological order in a CV should not be criticised, but seen as a career evolution and, as a result, a potentially valuable contribution to the professional development of researchers following a multidimensional career path. Candidates should therefore be allowed to submit CVs supported by evidence that reflect a representative range of achievements and qualifications that are relevant to the job applied for.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). | Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions, recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications. | 4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs |

18. Recognition of mobility experience
Any mobility experience, e.g. a stay in another country/region or in a different research environment (in the public or private sector), or a change of discipline or sector as part of the initial research training or at a later stage of the research career, or a virtual mobility experience, should be seen as a valuable contribution to the researcher's professional development.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Circular letter NR 5/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. • Order No. 108/2020 of the Rector of the AGH University of 21 December 2020 on periodic evaluation of employees. • Order No. 50/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. | Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions, recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications. | 4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs |

19. Recognition of qualifications

Employers and/or grantors should ensure that academic and professional qualifications, including informal qualifications, are properly assessed for all researchers, particularly in the context of international and professional mobility. They should inform each other, through all available channels of communication, about the rules, procedures and standards governing the recognition of this type of qualifications and, as a result, benefit from existing national law, conventions and specific rules on the recognition of this type of qualifications.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). <p><u>Good practices:</u> Announcements on the employment of research and teaching staff are published on the University's website and on the website of the Ministry of Science and Higher Education and on the European Commission's website on the European portal for mobile researchers for the publication of researcher vacancies (Euraxess).</p> | Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions, recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications. | 4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs |

20. Seniority

The level of qualification required should be relevant to the requirements of the post and should not constitute a barrier to entry. In recognising and assessing qualifications, the focus should be on assessing the candidate's achievements rather than his/her circumstances or the reputation he/she has gained in the institution where the qualification was obtained. As professional qualifications can be achieved early in a long academic career, the course of lifelong professional development should also be recognised.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). | No action is required | |
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21. Posts for staff with doctoral degree

Institutions appointing postdoctoral researchers should establish clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration of tenure and purposes of the appointment. Such guidelines should take into account the period of previous roles as a postdoctoral researcher at other institutions and take into account the fact that the status of a postdoctoral researcher is transitional, in order to be able to provide additional career development opportunities in the context of a long-term development perspective in the first place.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. | No action is required | |

III. Working and social security conditions

22. Recognition of the profession

All researchers who have chosen to pursue a research career should be recognised as professionals and treated accordingly. This should occur at the start of a research career, i.e. at doctoral level, and should apply to all levels, regardless of their classification at national level (e.g. employee, doctoral student, doctoral candidate, post-doctoral fellow, government official).

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 22 December 2015 on the principles of recognition of professional qualifications acquired in the Member States of the European Union (consolidated text Journal of Laws 2023, item 334). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). | No action required | |

23. Research environment

Employers and/or grantors of researchers should ensure that the most stimulating research or research training environment is created, which provides appropriate equipment, facilities and opportunities, including remote collaboration through research networks, and should comply with national and sectoral health and safety legislation. Grantors will provide adequate resources to support the agreed work programme.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 24 August 1991 on fire protection (consolidated text (Journal of Laws 2022, item 2057). • Act of 27 June 1997 on occupational medicine service (consolidated text Journal of Laws 2022, item 437). • Act of 25 February 2011 on chemical substances and their mixtures (consolidated text Journal of Laws 2022, item 1816) • Act of 22 June 2001 on micro-organisms and genetically modified organisms (consolidated text Journal of Laws 2022, item 546). • Ordinance of the Minister of Labour and Social Policy of 26 September 1997 on general health and safety at work regulations (consolidated text Journal of Laws 2003, No. 169, item 1650, as amended). • Ordinance of the Minister of Infrastructure of 12 April 2002 on the technical conditions to be met by buildings and their location (consolidated text Journal of Laws of 2022, item 1225). • Ordinance of the Minister of Health of 24 July 2012 on chemical substances, their mixtures, agents or technological processes of carcinogenic or mutagenic effects in the working environment (consolidated text Journal of Laws 2021, item 2235, as amended). | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 93/2022 of the AGH Senate of 30 November 2022 on the adoption of the Strategy of the AGH University of Science and Technology in Krakow • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. | Update of internal health and safety regulations | 2nd quarter 2024 – SBHP |
| <ul style="list-style-type: none"> • Ordinance of the Minister of Family, Labour and Social Policy of 29 June 2016 on health and safety at work related to exposure to electromagnetic fields (consolidated text Journal of Laws 2018, item 331). • Ordinance of the Minister of Labour and Social Policy of 27 May 2010 on health and safety at work related to exposure to optical radiation (consolidated text Journal of Laws 2013, item 1619). • Ordinance of the Minister of Economy and Labour of 5 August 2005 on health and safety at work involving exposure to noise or mechanical vibration (Journal of Laws 2005, No. 157, item 1318). • Ordinance of the Minister of Health of 22 April 2005 on biological agents harmful to health in the work environment and the protection of the health of workers | | | |

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| <p>occupationally exposed to such agents (Journal of Laws 2005 No. 81, item 716, as amended).</p> <ul style="list-style-type: none"> • Ordinance of the Minister of Economy of 21 October 2008 on the essential requirements for machinery (Journal of Laws 2008 No. 199 item 1228 as amended). • Act of 27 June 1997 on occupational medicine service (consolidated text Journal of Laws 2022, item 437). • Ordinance of the Minister of Economy of 30 October 2002 on minimum requirements for health and safety at work regarding the use of machinery by workers at work (Journal of Laws 2002, No. 191, item 1596, as amended) regarding the use of machinery by workers at work (Journal of Laws 2002, No. 191, item 1596, as amended). • Ordinance of the Minister of Internal Affairs of 5 January 2012 on occupational medicine services (Journal of Laws 2012, item 53). • Ordinance of the Minister of Health and Social Welfare of 30 May 1996 on the conduct of medical examinations of employees, the scope of preventive health care for employees and medical certificates issued for the purposes set out in the Labour Code (consolidated text Journal of Laws 2016, item 2067). • Ordinance of the Minister of Health of 2 February 2011 on tests and measurements of factors harmful to health in the working environment (consolidated text Journal of Laws 2023, item 419). • Ordinance of the Minister of Labour and Social Policy of 12 June 2018 on the maximum permissible concentrations and intensities of factors harmful to health in the working environment (Journal of Laws 2018, item 1286). • Ordinance of the Minister of Labour and Social Policy of 14 March 2000 on occupational safety and health in manual transportation work (consolidated text Journal of Laws 2018, item 1139, as amended). • Ordinance of the Minister of Labour and Social Policy of 1 December 1998 on the safety and hygiene of work at stations equipped with screen monitors (Journal of Laws 1998, No. 148, item 973). • Ordinance of the Council of Ministers of 30 June 2009 on occupational diseases (consolidated text | | | |
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| <p>Journal of Laws 2022, item 1836).</p> <ul style="list-style-type: none"> • Ordinance of the Minister of Labour and Social Policy of 28 May 1996 on types of work requiring special psychophysical fitness (Journal of Laws 1996, No. 62, item 287). • Ordinance of the Minister of Economy and Labour of 27 July 2004 on training in the area of occupational safety and health (Journal of Laws of 2004, No. 180, item 1860, as amended). • Ordinance of the Minister of Health of 30 December 2004 on health and safety at work related to the presence of chemical agents in the workplace (Journal of Laws 2016, item 1488). • Ordinance of the Council of Ministers of 3 April 2017 on the list of works that are arduous, hazardous or harmful to the health of pregnant women and women who are breastfeeding a child (Journal of Laws 2017, item 796). • Ordinance of the Council of Ministers of 1 July 2009 on establishing the circumstances and causes of accidents at work (Journal of Laws 2009, No. 105, item 870). • Ordinance of the Minister for Internal Affairs and Administration of 7 June 2010 on fire protection of buildings, other structures and grounds (Journal of Laws 2010, No. 109, item 719, as amended). | | | |
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24. Working conditions
Employers and/or grantors will ensure that the working conditions of researchers, including researchers with disabilities, are, where necessary, flexible enough to achieve effective research results in accordance with existing national legislation and national or sectoral collective agreements. Their aim should be to provide working conditions which allow both women and men to reconcile family and professional life, to have children and to advance in their careers. Particular attention should be paid, inter alia, to flexible working hours, part-time work, teleworking, sabbatical leave and the necessary financial and administrative provisions governing such agreements.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 27 August 1997 on professional and social rehabilitation and employment of disabled persons (consolidated text Journal of Laws 2023, item 100, as amended). | <ul style="list-style-type: none"> • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. • Annex No. 1 to the AGH Rector's Order No. 59/2022 of 28 September 2022. | No action required. | |

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| | <ul style="list-style-type: none"> • Resolution No. 43/2017 of the AGH Senate of 26 April 2017 on the principles of assigning and carrying out teaching duties by academic staff employed at the University of Science and Technology in Krakow • Resolution No. 67/2010 of the AGH Senate of 26 May 2010 on setting remuneration for academic teachers employed at the AGH University of Science and Technology in particular positions, as well as the conditions for its reduction and the rules for calculating teaching hours, amended by Resolution No. 93/2012 of the AGH Senate of 30 May 2012, Resolution No. 82/2013 of the AGH Senate of 3 July 2013, Resolution No. 84/2014 of the AGH Senate of 3 July 2014 and Resolution No. 67/2015 of the AGH Senate of 27 May 2015 • Order No. 33/2010 of the Rector of the AGH University of 25 August 2010 on pedagogical education of AGH employees and doctoral students. • Resolution No. 10/2011 of the AGH Senate of 26 January 2011 on the conditions and procedure of directing employees to scientific and professional traineeships | | |
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25. Stability and permanent employment
Employers and/or grantors should ensure that instability of employment do not have a negative impact on researchers' performance and should therefore commit, where possible, to improving the stability of researchers' employment conditions, thereby implementing and complying with the principles and conditions set out in the EU Temporary Employment Directive. (It aims to prevent less favourable treatment of fixed-term workers compared to permanent workers, to prevent abuse arising from the signing of numerous fixed-term contracts, to improve access to training for fixed-term workers and to ensure that fixed-term workers are informed about available permanent jobs. Council Directive 1999/70/EC on the "Framework Agreement on Fixed-Term Employment", concluded by the ETUC, UNICE and CEEP, adopted on 28 June 1999).

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). | Update of internal legal acts | 1st quarter 2025 CSP, Vice-Rector for General Affairs |

26. Funding and remuneration
Employers and/or grantors of researchers should provide researchers with fair and attractive funding and/or remuneration with adequate and equitable social security benefits (including sickness and family allowances, pension rights and unemployment benefits) in accordance with applicable national legislation and national or sectoral collective agreements. These conditions must be available to researchers at all stages of their careers, including early-stage researchers, commensurate with their legal status, performance and level of qualification and/or duties.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 13 October 1998 on the social insurance system (consolidated text Journal of Laws 2022, item 1009). • Act of 20 April 2004 on employment promotion and labour market institutions (consolidated text Journal of Laws 2022, item 690, as amended). • Guidelines of the Minister of Funds and Regional Policy of 18 November 2022 on the eligibility of expenditure for the period 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwalifikowalnosci_2021_2027.pdf | <ul style="list-style-type: none"> • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. • Annex No. 1 to the AGH Rector's Order No. 59/2022 of 28 September 2022. • Annex No. 5 to the Order No. 29/2018 of the Rector of the AGH University of 17 July 2018. Regulations for awarding doctoral scholarships and increasing the doctoral scholarship from the pro-quality grant to doctoral students of full-time doctoral studies at the AGH University. • Resolution No. 43/2017 of the AGH Senate of 26 April 2017 on the principles of assigning and carrying out teaching duties by academic staff employed at the University of Science and Technology in Krakow • Resolution No. 67/2010 of the AGH Senate of 26 May 2010 on setting remuneration for academic teachers employed at the AGH University of Science and Technology in particular positions, as well as the conditions for its reduction and the rules for calculating teaching hours, amended by Resolution No. 93/2012 of the AGH Senate of 30 May 2012, Resolution No. 82/2013 of the AGH Senate of 3 July 2013, Resolution No. 84/2014 of the AGH Senate of 3 July 2014 and Resolution No. 67/2015 of the AGH Senate of 27 May 2015 • Order No. 33/2010 of the Rector of the AGH University of 25 August 2010 on pedagogical education of AGH employees and doctoral students. • Resolution No. 10/2011 of the AGH Senate of 26 January 2011 on the conditions and procedure of directing employees to scientific and professional traineeships | No action is required | |

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| | <p><u>Good practices</u></p> <p>An incentive system was introduced in 2021 to reward staff conducting world-class research. There is a strong pro-quality component in the remuneration system. A system consisting of 3 pillars has been developed (Rector's Order 78/2021).</p> <p>"Pillar I" is decided on the basis of the ranking of the best-publishing staff in each scientific discipline. The top 10% of the best-publishing staff in each discipline receive a periodic salary supplement for 12 months.</p> <p>A group of employees who do not qualify for 'Pillar I' have the opportunity to apply for a one-off allowance under 'Pillar II'. The allowances, are awarded to employees for each scientific achievement (article, conference paper, scientific monograph) with a score of at least 100 points. For many years, the Rector's prizes (currently Pillar III) have been awarded for outstanding achievements.</p> <p>The regulations of all three pillars have been synchronised so that allowances and rewards are graded according to the quality of the achievement and, on the other hand, even single achievements are rewarded.</p> | | |
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27. Gender balance
Grantmakers and/or employers should aim for a representative gender balance at every level of staff, including supervisors and managers. This should be achieved on the basis of an equal opportunities policy at the recruitment and subsequent career stages, but without lowering quality and qualification criteria. In order to ensure equal treatment, there should be an appropriate gender balance in the selection and evaluation committees of candidates.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|---|--|------------------------|-----------------|
| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Guidelines of the Minister of Funds and Regional Policy of 18 November 2022 on the eligibility of expenditure for the period 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwalifikowalnosci_2021_2027.pdf | <ul style="list-style-type: none"> • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Order No. 83/2021 of the Rector of the AGH University of Science and Technology in Krakow of 29 December | No action is required | |

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| | <p>2021 on the Gender Equality Plan for the AGH University in Krakow for the years 2022-2024</p> <p><u>Good practices</u></p> <ul style="list-style-type: none"> • Appointment of an Equality Ombudsman whose responsibilities primarily include receiving reports of breaches of equal treatment in the AGH community and intervening in situations of breaches of equal treatment at AGH. | | |
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28. Career development

Employers and/or grantors of researchers should draw up, preferably as part of their human resources management policy, a specific career development strategy for researchers at each stage of their career, regardless of the type of contract they have, including for researchers with fixed-term contracts. This strategy should identify the availability of mentors to provide support and guidance for the personal and professional development of researchers, thereby motivating them and helping to reduce uncertainty about their career future. All researchers should familiarise themselves with such provisions and arrangements.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|--|---|------------------------|-----------------|
| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 20 April 2004 on employment promotion and labour market institutions (consolidated text Journal of Laws 2022, item 690, as amended). | <ul style="list-style-type: none"> • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. | No action is required | |

29. Value of mobility

Employers and/or grantors should recognise the value of geographical, cross-sector, inter- and transdisciplinary and virtual mobility, as well as mobility between the public and private sectors, as an important means of enhancing scientific knowledge and supporting the professional development of researchers at any stage of their careers. As a result, they should include such opportunities in a specific professional development strategy and fully value and recognise any mobility experience within their own career development and staff appraisal system. This also implies the requirement to put in place the necessary administrative instruments to enable the transfer of both grants and social security, in accordance with the provisions of national legislation.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Ordinance of the Minister of Labour and Social Policy of 29 January 2013 on the entitlements to be paid to an employee employed in a state or local government unit of the budgetary sphere for business travel (Journal of Laws of 2013, item 167, as amended). | <ul style="list-style-type: none"> • Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. • Resolution No. 10/2011 of the AGH Senate of 26 January 2011 on the conditions and procedure of directing employees to scientific and professional traineeships | <p>Developing guidelines for faculties on the conduct of hiring for academic teaching positions, including the use of differentiated criteria to assess candidates' academic achievements and contributions, recognising the value of mobility, and informing candidates of the strengths and weaknesses of their applications.</p> | <p>4th quarter 2024 – Vice-Rector for General Affairs, Senate Committee for Staff Affairs</p> |
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30. Access to career guidance
Employers and/or grantors should provide career counselling and job placement assistance to researchers at any stage of their career and regardless of the type of contract, within the institutions concerned or in cooperation with other structures.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | | No action is required | |

31. Intellectual property rights
Employers and/or grantors should ensure that researchers at all career stages benefit from the exploitation (if any) of their R&D (research and development) results through legal protection and, in particular, through appropriate protection of intellectual property rights, including copyright. Policies or practices should specify what rights researchers and/or, if applicable, employers and other parties, including external commercial or industrial organisations, are likely to have under certain collaborative or other types of agreements.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Act of 4 February 1994 on copyright and related rights (consolidated text Journal of Laws 2022, item 2509). • Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws 2021, item 324, as amended). • Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws 2021, item 386) • Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws 2022, item 1233). | <ul style="list-style-type: none"> • Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. <p><u>Good practices</u></p> <ul style="list-style-type: none"> • There is a Department for the Protection of Intellectual Property at the AGH University, which provides formal, legal and substantive services for the University's invention activities, as well as training in copyright and industrial property law | No action is required | |

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| <ul style="list-style-type: none"> Act of 23 April 1964 Civil Code (consolidated text Journal of Laws 2022 No. 169 item 1360 as amended). | and information and advice on the protection of intellectual property | | |
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32. Co-authorship
 Institutions should look favourably on co-authorship when evaluating research staff, as it demonstrates a constructive approach to conducting research. Employers and/or grantors should therefore develop policies, practices and procedures to provide researchers, including early career researchers, with the necessary framework conditions so that they can exercise the right to be recognised and listed and/or cited, in the context of the actual contribution they make, as co-authors of papers, patents, etc., or the right to publish their research results independently of their supervisors.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|--|--|------------------------|-----------------|
| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws 2021, item 324, as amended). Act of 4 February 1994 on copyright and related rights (consolidated text (Journal of Laws 2022, item 2509). Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of research integrity. Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws 2022, item 1233). Act of 23 April 1964 Civil Code (consolidated text Journal of Laws 2022 No. 169 item 1360 as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Order No. 108/2020 of the Rector of the AGH University of 21 December 2020 on periodic evaluation of employees. Order No. 50/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. Circular letter NR 5/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. Resolution No. 79/2015 of the AGH Senate of 27 May 2015 on the Regulations for the management of copyright and related rights and industrial property rights and the principles of commercialisation. <p><u>Good practices</u> Authors report their achievements to the AGH Main Library along with their contributions which are recorded in the publication database</p> | No action is required | |

33. Teaching
 Teaching is an important way of organising and disseminating knowledge and should therefore be seen as a valuable opportunity within the career path of researchers. However, teaching responsibilities should not be unduly burdensome and, particularly at the early stages of a career, should not hinder researchers from carrying out research. Employers and/or grantors should ensure that teaching responsibilities are appropriately remunerated and included in staff appraisal systems, and that time spent training early career researchers by senior staff is recognised as part of their commitment to the teaching process. Adequate training in teaching and coaching should be provided as part of the professional development of researchers

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education (consolidated text Journal of Laws 2022, item 574, as amended). | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Order No. 108/2020 of the Rector of the AGH University of 21 December 2020 on periodic evaluation of employees. • Order No. 50/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. • Circular letter NR 5/2021 of the Rector of the AGH University of 1 September 2021 on the periodic evaluation of academic staff. • Order No. 10/2022 of the Rector of the AGH University of 15 February 2022 amending Order No. 8/2021 of the Rector of the AGH University of 9 February 2021 on templates of applications, lists of candidates for the Rector's awards for academic teachers and templates of diplomas for awarded employees. • Order No. 6/2022 of the Rector of the AGH University of 26 January 2022 concerning the rules of granting the Rector's Awards for the most prestigious publication achievement at the AGH University of Science and Technology in Krakow. • Resolution No. 43/2017 of the AGH Senate of 26 April 2017 on the principles of assigning and carrying out teaching duties by academic staff employed at the University of Science and Technology in Krakow • Resolution No. 67/2010 of the AGH Senate of 26 May 2010 on setting remuneration for academic teachers employed at the AGH University of Science and Technology in particular positions, as well as the conditions for its reduction and the rules for calculating teaching hours, amended by Resolution No. 93/2012 of the AGH Senate of 30 May 2012, Resolution No. 82/2013 of the AGH Senate of 3 July 2013, Resolution No. 84/2014 of the AGH Senate of 3 July 2014 and Resolution No. 67/2015 of the AGH Senate of 27 May 2015 • Order No. 33/2010 of the Rector of the AGH University of 25 August 2010 on pedagogical education of AGH employees and doctoral students. | <p>Development of a system to make teaching load more flexible at the request of the employee.</p> | <p>2nd quarter 2025 – Vice-Rector for General Affairs</p> |
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34. Complaints/appeals

Employers and/or grantors of researchers should determine, in accordance with national rules and regulations, appropriate procedures, for example the appointment of an impartial person (e.g. as an ombudsman) to deal with complaints/appeals from researchers, including issues concerning conflicts between supervisors and early career researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts and in the event of disputes and complaints; the aim of these procedures is to promote fair and equitable treatment within the institution and to improve the overall quality of the working environment.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Education and Science Ordinance of 8 June 2022 on the detailed procedure for the investigation and disciplinary proceedings conducted against academic staff and the manner of execution and erasure of disciplinary penalties regulation (Journal of Laws 2022, item 1236). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions No. 88/2020 of the AGH Senate of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text) . Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. <p><u>Good practices</u></p> <ul style="list-style-type: none"> Disciplinary committees for Students, Doctoral Students and Academic Staff have been established at the university | No action is required | |

35. Influence on decision-making bodies

Grantors and/or employers of researchers should consider it fully legitimate, indeed desirable, for researchers to have representatives on the relevant information, consultation and decision-making bodies in the institutions where they work, in order to protect and represent the individual and collective interests of researchers as professionals and to be actively involved in the work of the institutions.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). Act of 23 May 1991 on trade unions (consolidated text Journal of Laws 2022, item 854). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. | No action is required | |

IV. Training

36. Relationship with the research supervisor

During the training phase, researchers should establish structured and regular forms of contact with their supervisor and faculty/department representative to take full advantage of these relationships. These relationships include: recording the progress of any research and its results, obtaining feedback through reports and seminars, applying this information and working to agreed timetables, completion dates, practical outcomes and/or research results.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
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| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). • Good academic practices in hiring and in supervisor-subordinate relationships, Ministry of Science and Higher Education, Good academic practices 2014 http://ihuw.pl/sites/ihuw.pl/files/pictures/Wydarzenia/dobre_praktyki_akademickie.pdf | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. | Development of principles and rules of cooperation between the supervisor and the doctoral student | 3rd quarter 2024 – Doctoral School (SD) |
|--|---|--|---|

37. Supervision and management responsibilities
Senior academics should pay particular attention to the various functions they perform, i.e. scientific supervisors, mentors, career advisors, leaders, project coordinators, managers or popularisers of science. They should perform these functions to the highest professional standards. As part of their role as supervisors or mentors of researchers, senior researchers should build constructive and positive relationships with early career researchers in order to set the conditions for effective knowledge transfer and with a view to the future successful career development of these researchers.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|---|--|------------------------|-----------------|
| <ul style="list-style-type: none"> • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text) . • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. | No action is required | |

38. Continuing professional development
At all stages of their careers, researchers should seek opportunities for continuous development by updating and expanding their range of skills and qualifications. This can be achieved in a variety of ways, including formal training, workshops, conferences and online courses.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|---|--|------------------------|-----------------|
| <ul style="list-style-type: none"> • Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). • Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> • Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). • Resolution No. 52/2018 of the AGH Senate of 25 April 2018 amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. | No action is required | |

39. Access to scientific training and continuous professional development opportunities

Employers and/or grantors should ensure that researchers at any stage of their career, regardless of the type of contract, have the opportunity to develop their careers and improve their employability through access to measures for the ongoing development of skills and qualifications. Such measures should be regularly evaluated in terms of availability, interest and effectiveness in improving skills, qualifications and employability.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|---|---|------------------------|-----------------|
| <ul style="list-style-type: none"> Act of 26 June 1974 Labour Code (consolidated text Journal of Laws 2022, item 1360, as amended). Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> Statutes of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. <p><u>Good practices</u></p> <ul style="list-style-type: none"> The Centre for e-Learning and Innovative Didactics at AGH University of Science and Technology is thriving and offers a wide range of training courses to improve both soft and didactic competences to a wide group of employees. | No action is required | |

40. Scientific supervision

Employers and/or grantors should ensure that a person is designated to whom the budding researchers can report on issues related to the performance of their professional duties and that they are notified of this possibility. Such arrangements should make it clear that the proposed research supervisors are sufficiently proficient in supervising research work, have the time, knowledge, experience, competence and commitment to be able to offer appropriate support to trainees and provide the necessary progress monitoring and evaluation procedures, as well as the necessary feedback mechanisms.

| Relevant legislation (enabling or hindering the implementation of this principle) | Applicable institutional rules and/or practices | Action required | When/Who |
|---|---|--|--|
| <ul style="list-style-type: none"> Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws 2023, item 742, as amended). | <ul style="list-style-type: none"> Statutes of the Rector of the AGH University of Science and Technology in Krakow (as amended by Resolutions of the AGH Senate No. 88/2020 of 8 May 2020 and No. 90/2021 of 27 October 2021) (consolidated text). Work Regulations Consolidated text Order No. 39/ 2019 of the Rector of the AGH University of 16 September 2019, as amended by: Order No. 19/ 2020 of the Rector of the AGH University of 7 April 2020, Order No. 95/ 2020 of the Rector of the AGH University of 27 November 2020. Resolution No. 52/2018 of the AGH Senate of 25 April 2018 on amending the Regulations for Doctoral Studies at the AGH University of Science and Technology in Krakow. | Creation of rules and regulations for the allocation/selection of the promoter | 3rd quarter 2024 – Discipline councils, SD |

| | | | |
|--|--|--|--|
| <ul style="list-style-type: none"> • Resolution No. 2/2020 of 25 June 2020 of the General Assembly of the Polish Academy of Sciences on the Code of Ethics for a Researcher. • Integrity in research and respect for intellectual property, Ministry of Science and Higher Education, Good academic practices 2012 https://ken.pan.pl/images/Rzetelnosc_broszura_fin_1_ow-skompresowany.pdf • Good practices in review procedures in science, Ministry of Science and Higher Education, Good academic practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf • Code of Ethics for Laureates and Beneficiaries of the FNP adopted by the Board of the Foundation on 5 March 2008. http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/ • Good practices in higher education institutions, developed by the Polish Rectors Foundation and adopted by the Plenary Assembly of the Conference of Academic Rectors of Polish Schools 26 April 2007 https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf • Code of good practices in scientific publications, SEN 2001, Vol. 1, No. 1. | | | |
|--|--|--|--|

4.2. Analysis of survey findings on the compliance of the AGH University regulations and practices with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

All academic teachers and doctoral students, i.e. 2759, were invited to participate in the study. There were as many as 1134 respondents, which constitutes 41.1% of all AGH University researchers, among whom 27.43% were women (Figure 4.1.). The most represented group in the survey were the people between 31 and 45 years old (39.59%), subsequently a group of those between 45 and 66 years old (26,10%), and then below 30 years old (14.29%). The least frequent responses were from the 56-65 year old group (12,70%) and from the 66 years old and above group (7.32%) (Figure 4.2.).

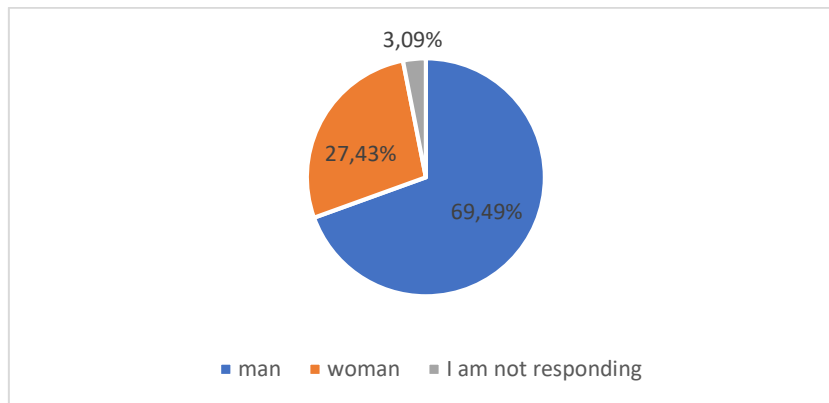


Figure 4.1. Percentage of respondents by sex

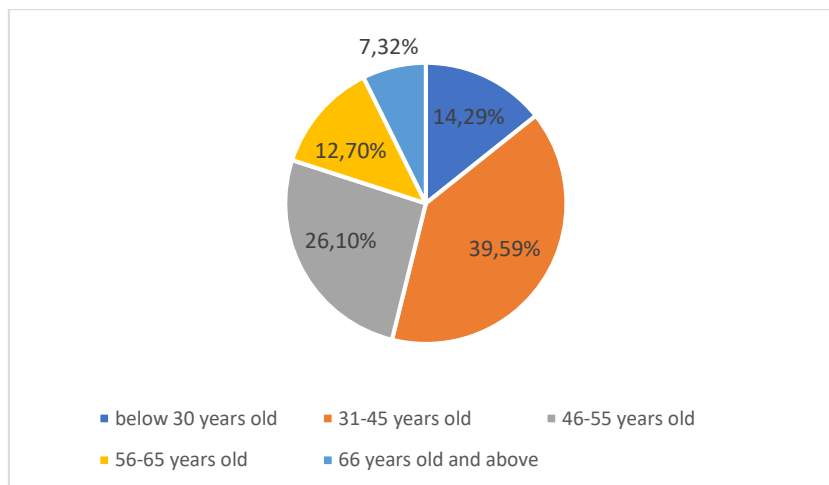


Figure 4.2. Percentage of respondents by specific age groups

Most respondents have a Doctor's or a Doctor Engineer's degree (41.62%), then a Habilitated Doctor's or Habilitated Doctor Engineer's degree (26.72%). The next group constitute Masters or Master Engineers (21.69%). The least frequent response was Professor Habilitated Doctor or Professor Habilitated Doctor Engineer (9.9%) (Figure 4.3.).

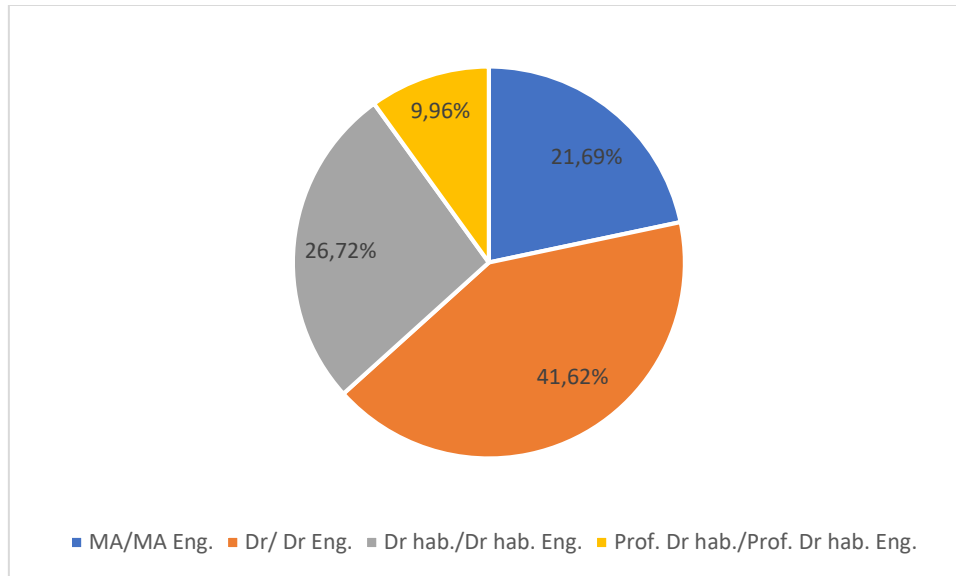


Figure 4.3. Percentage of respondents by degree/title

The most represented groups among respondents are assistant professors (38.45%) and associate professors (26.37%). Subsequently, there are doctoral students (18.08%), professors (9.79%), and assistants (6.26%) (Figure 4.4.).

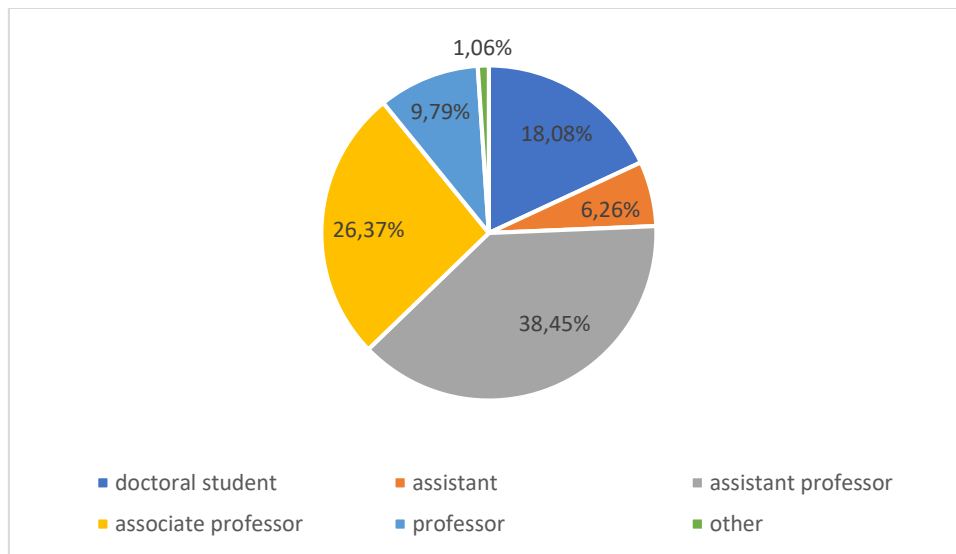


Figure 4.4. Percentage of respondents by professional group

I. Ethical and professional aspects (questions 1–11)

Question 1: Can you exercise the freedom of opinion and speech as well as the freedom to determine problem-solving methods according to the abiding rules and ethical practices when conducting research at the AGH University?

As many as **56.26%** of respondents, answering to question **1**, selected *strongly agree*, and **38.10%** *somewhat agree*. The response *somewhat disagree* was chosen by **3.09%** of respondents, and *I do not know* by **1.76%**.

The least popular response was *strongly disagree* with **0.79%** (Figure Q1).

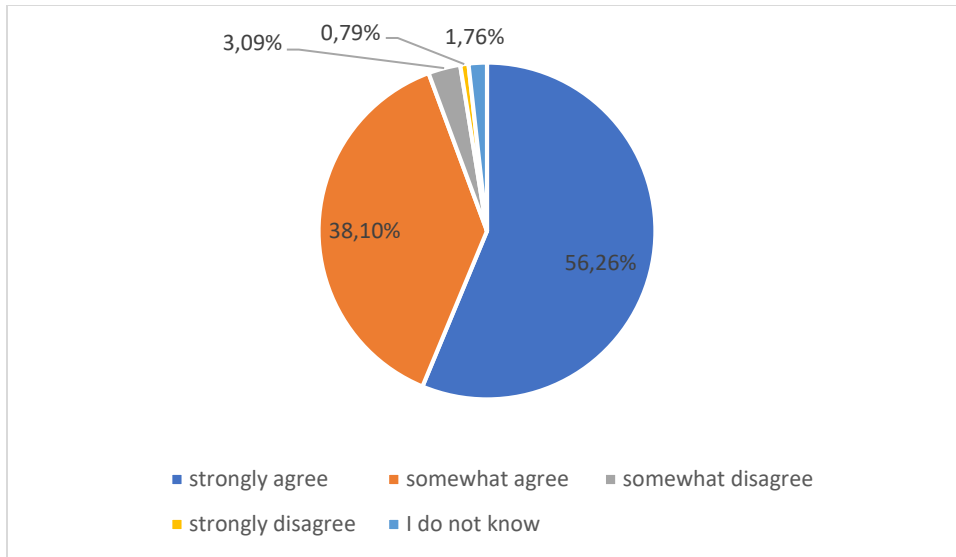


Figure Q1. Distribution of the responses to question 1

Question 2: Does the AGH University conform to the fundamental norms, rules, and ethical practices from the state, sector, or institutional codes of ethics?

As many as **38.27%** of respondents, answering to question 2, selected *strongly agree*, and **47.44%** *somewhat agree*. The response *somewhat disagree* was chosen by **5.11%** of respondents, and *I do not know* by **6.26%**.

The least popular response was *strongly disagree* with **2.91%** (Figure Q2).

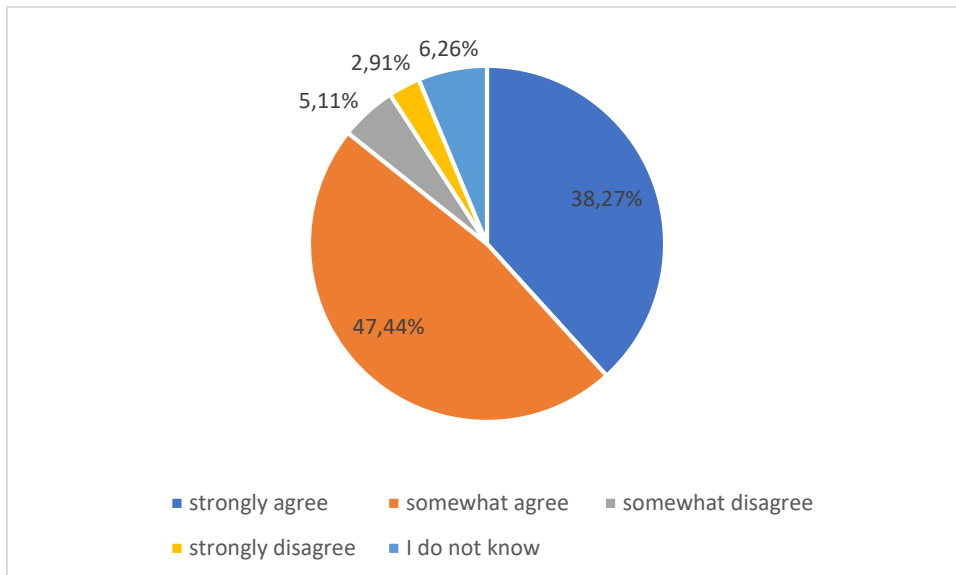


Figure Q2. Distribution of the responses to question 2

Question 3: Does the AGH University conform to the principles of intellectual property and joint data ownership rights in case of research conducted in collaboration with a supervisor(s) and/or other researchers?

As many as **37.21%** of respondents, answering to question 3, selected *strongly agree*, and **50.44%** *somewhat agree*. The response *somewhat disagree* was chosen by **6.08%** of respondents, and *I do not know*

know by **4.67%**.

The least popular response was *strongly disagree* with **1.59%** (Figure Q3).

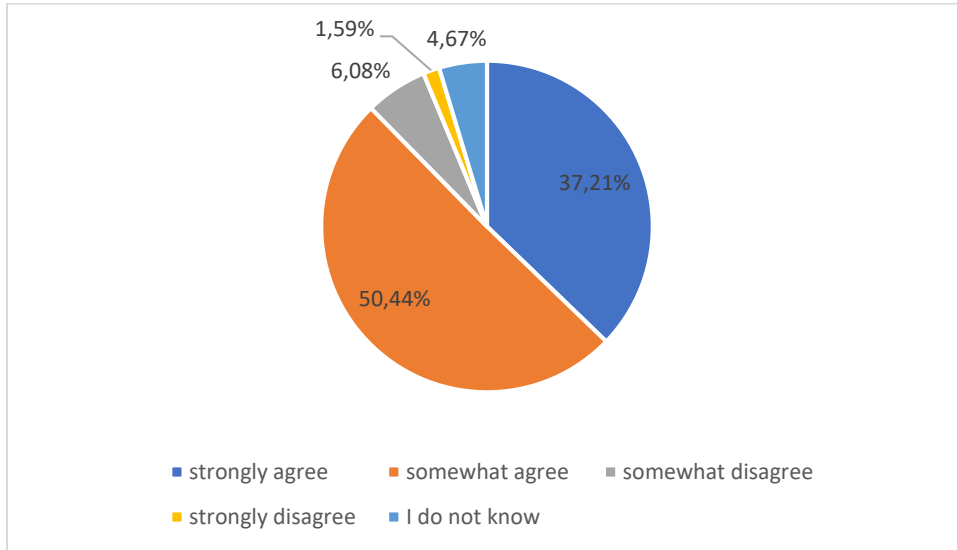


Figure Q3. Distribution of the responses to question 3

Question 4: Are the strategic goals and mechanisms for research funding known at the AGH University?

As many as **21.16%** of respondents, answering to question 4, selected *strongly agree*, and **48.41%** *somewhat agree*. The response *somewhat disagree* was chosen by **16.49%** of respondents, and *I do not know* by **9.08%**.

The least popular response was *strongly disagree* with **4.85%** (Figure Q4).

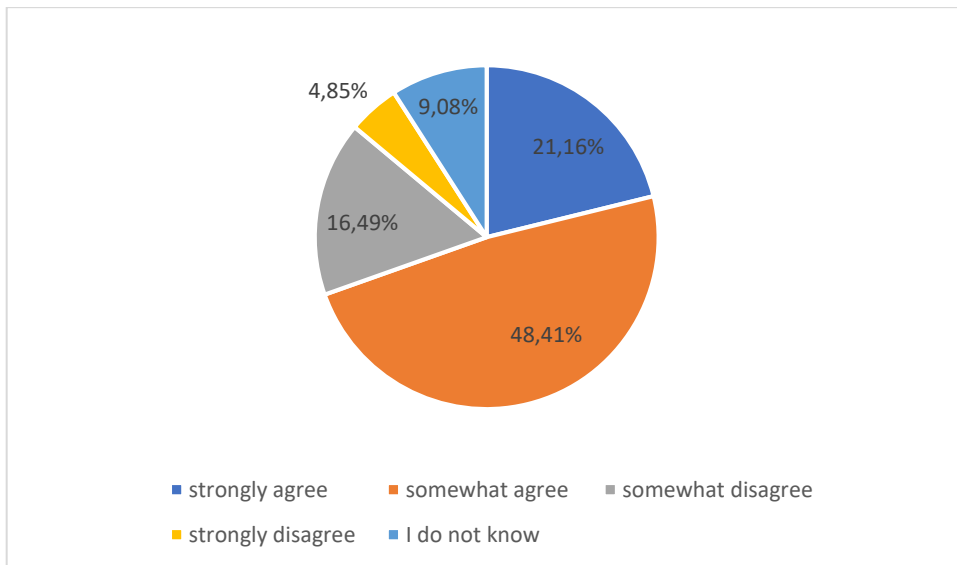


Figure Q4. Distribution of the responses to question 4

Question 5: Are the rules regulating the training and/or working conditions known and abided by at the AGH University?

As many as **27.43%** of respondents, answering to question 5, selected *strongly agree*, and **47.88%** *somewhat agree*. The response *somewhat disagree* was chosen by **11.46%** of respondents, and *I do*

not know by **9.26%**.

The least popular response was *strongly disagree* with **3.97%** (Figure Q5).

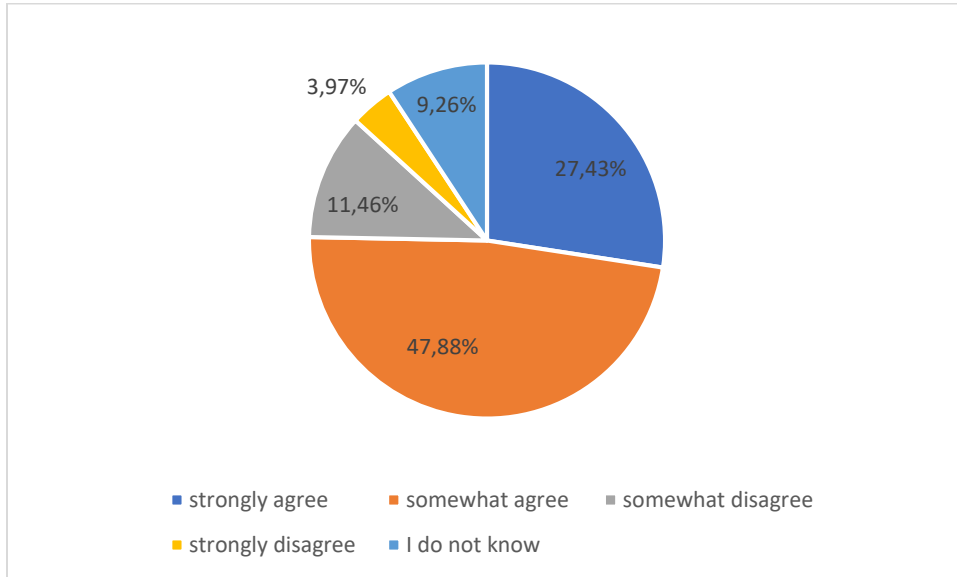


Figure Q5. Distribution of the responses to question 5

Question 6: Are the rules of thorough, transparent, and effective finance management complied with as regards the research at the AGH University?

As many as **17.72%** of respondents, answering to question 6, selected *strongly agree*, and **39.07%** *somewhat agree*. The response *somewhat disagree* was chosen by **18.34%** of respondents, and *I do not know* by **15.08%**.

The least popular response was *strongly disagree* with **9.79%** (Figure Q6).

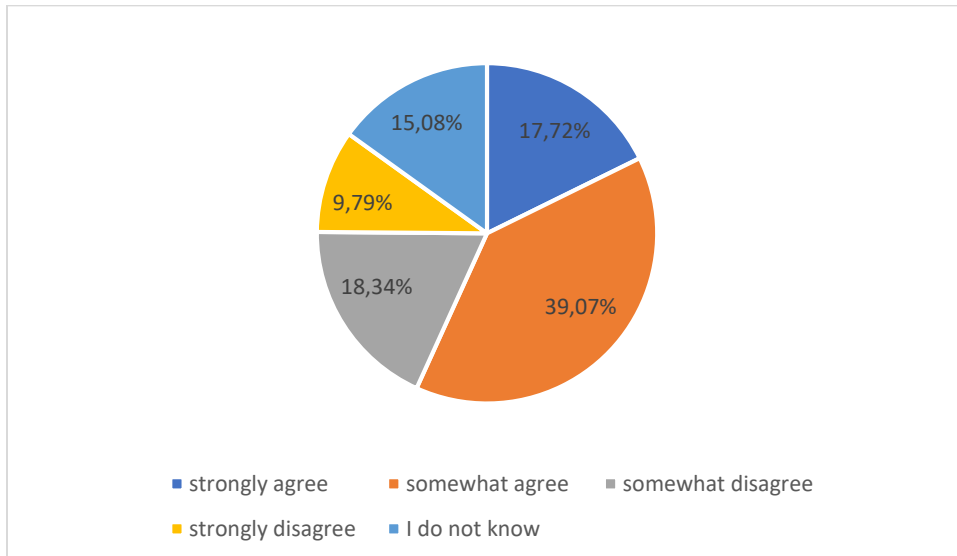


Figure Q6. Distribution of the responses to question 6

Question 7: Are the health and safety rules, data protection principles, the principle of confidentiality, and the rules for the recovery from information technology disasters followed at the AGH University?

As many as **29.81%** of respondents, answering to question **7**, selected *strongly agree*, and **43.92%** *somewhat agree*. The response *somewhat disagree* was chosen by **9.44%** of respondents, and *I do not know* by **13.58%**.

The least popular response was *strongly disagree* with **3.26%** (Figure Q7).

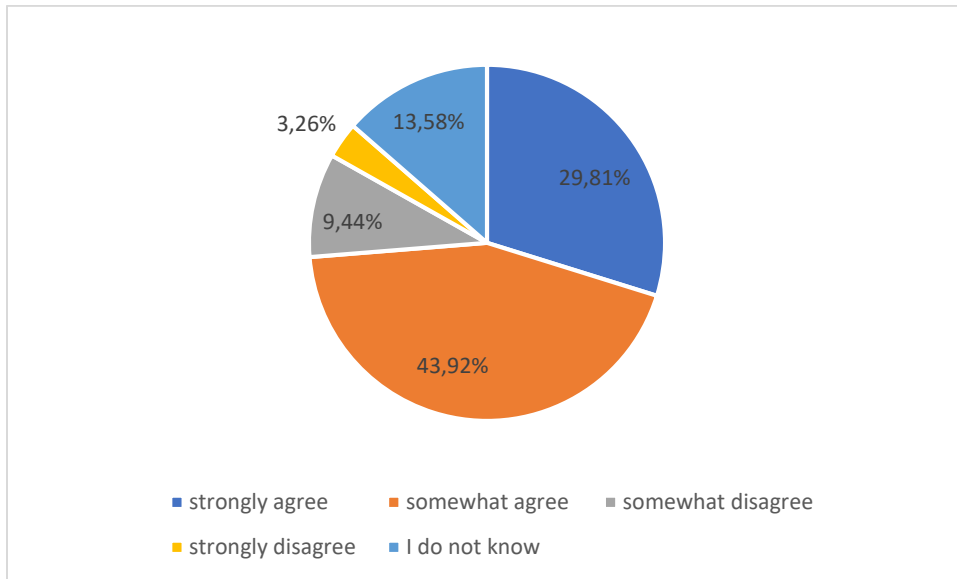


Figure Q7. Distribution of the responses to question 7

Question 8: *When conducting research at the AGH University, are you obliged to disseminate its results?*

As many as **38.62%** of respondents, answering to question **8**, selected *strongly agree*, and **41.98%** *somewhat agree*. The response *somewhat disagree* was chosen by **9.61%** of respondents, and *I do not know* by **8.82%**.

The least popular response was *strongly disagree* with **0.97%** (Figure Q8).

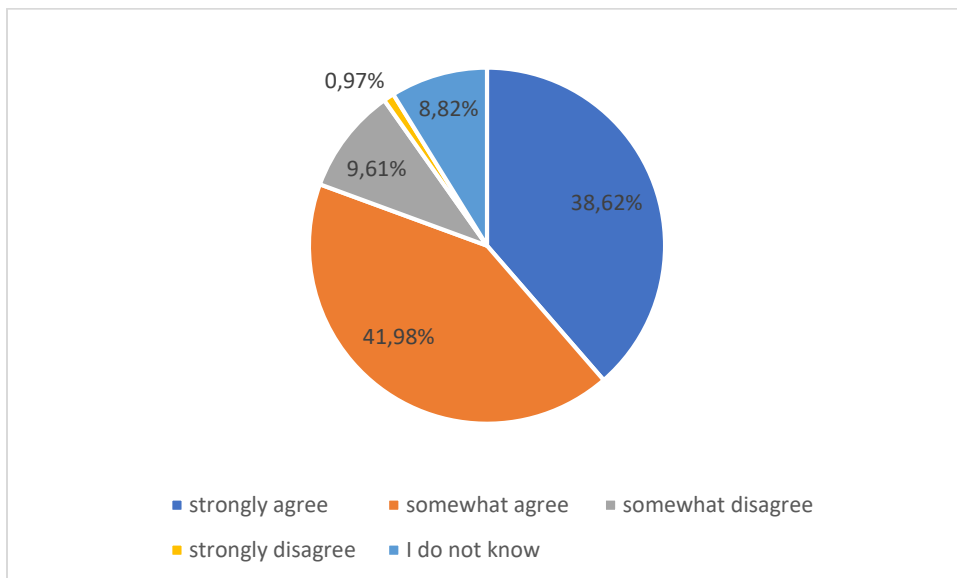


Figure Q8. Distribution of the responses to question 8

Question 9: Do you undertake any activity popularising and promoting the findings of the research conducted at the AGH University among the general public?

As many as **25.22%** of respondents, answering to question 9, selected *strongly agree*, and **36.07%** *somewhat agree*. The response *somewhat disagree* was chosen by **28.66%** of respondents, and *strongly disagree* by **7.85%**.

The least popular response was *I do not know* with **2.20%** (Figure Q9).

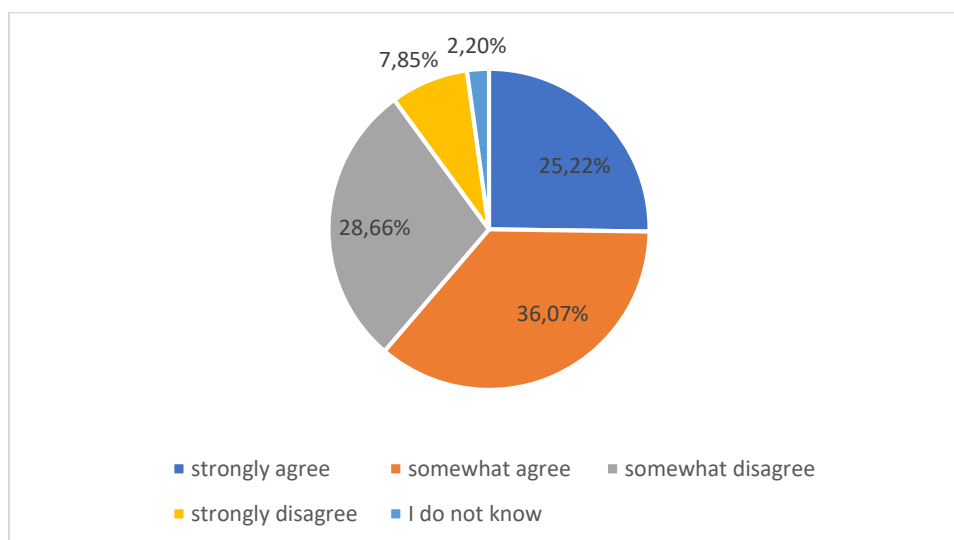


Figure Q9. Distribution of the responses to question 9

Question 10: Does the AGH University prevent from the discrimination of employees against their sex, age, ethnicity, nationality, social background, religion or faith, sexual orientation, language, disability, political beliefs, and social or material status?

As many as **36.24%** of respondents, answering to question 10, selected *strongly agree*, and **37.30%** *somewhat agree*. The response *somewhat disagree* was chosen by **10.23%** of respondents, and *I do not know* by **11.82%**.

The least popular response was *strongly disagree* with **4.41%** (Figure Q10).

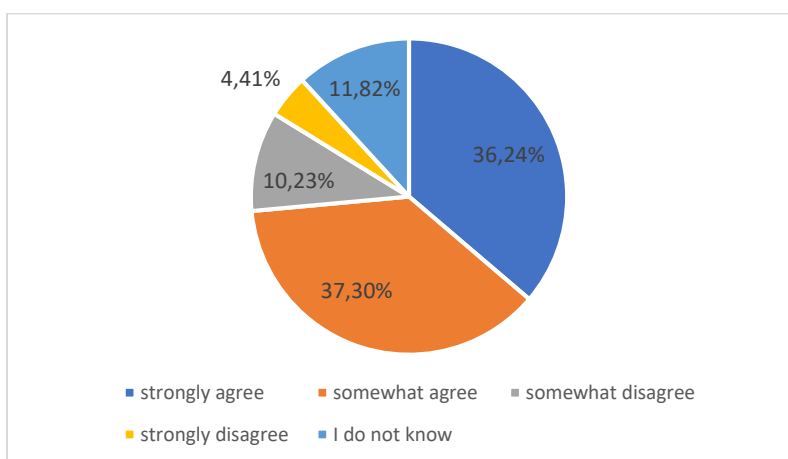


Figure Q10. Distribution of the responses to question 10

Question 11: Does an independent commission transparently conduct a regular employee evaluation at the AGH University?

As many as **20.90%** of respondents, answering to question **11**, selected *strongly agree*, and **40.83%** *somewhat agree*. The response *somewhat disagree* was chosen by **13.93%** of respondents, and *I do not know* by **17.72%**.

The least popular response was *strongly disagree* with **6.61%** (Figure Q11).

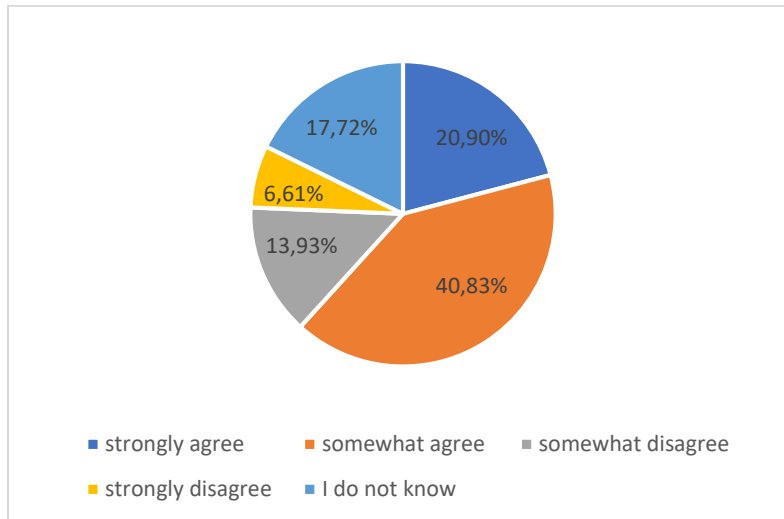


Figure Q11. Distribution of the responses to question 11

II. Recruitment (questions 12–21)

Question 12: Are there open, effective, and transparent recruitment (employment) procedures at the AGH University?

As many as **22.84%** respondents, answering to question **12**, selected *strongly agree*, and **44.80%** *somewhat agree*. The response *strongly disagree* was chosen by **4.50%** of respondents, *somewhat disagree* by **11.82%**, and *I do not know* by **16.05%**.

The least popular response was *somewhat agree* with **4.50%** (Figure Q12).

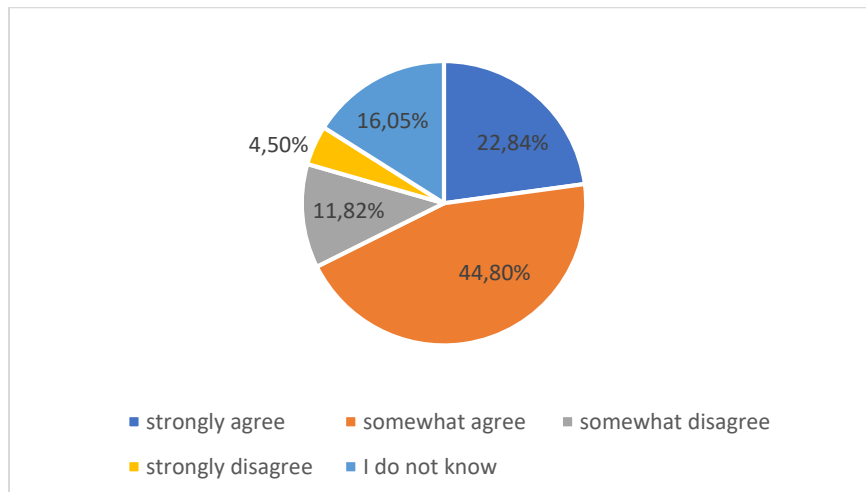


Figure Q12. Distribution of the responses to question 12

Question 13: Are the established standards complied with in the recruitment (employment) process and during the recruitment of researchers to work at the AGH University?

As many as **21.96%** of respondents, answering to question **13**, selected *strongly agree*, and **42.86%** *somewhat agree*. The response *strongly disagree* was chosen by **3.17%** of respondents, *somewhat disagree* by **11.46%**, and *I do not know* by **20.55%**. The least popular response was *strongly disagree* with **3.17%** (Figure Q13).

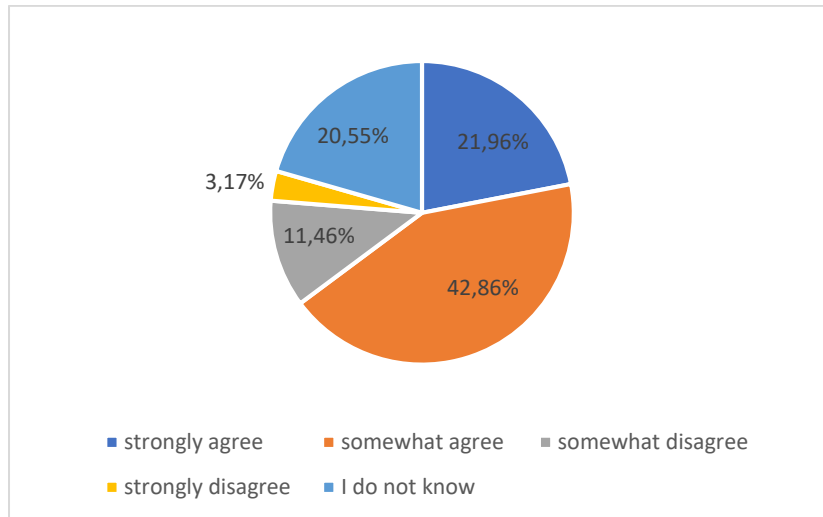


Figure Q13. Distribution of the responses to question 13

Question 14: Do the AGH University recruitment committees which make a choice on candidate selection represent various experiences and qualifications, exhibit proper gender balance, and have adequate experience to evaluate the candidate?

As many as **19.75%** of respondents, answering to question **14**, selected *strongly agree*, and **32.54%** *somewhat agree*. The response *strongly disagree* was chosen by **3.79%** of respondents, *somewhat disagree* by **8.11%**, and *I do not know* by **35.80%**. The least popular response was *strongly disagree* with **3.79%** (Figure Q14).

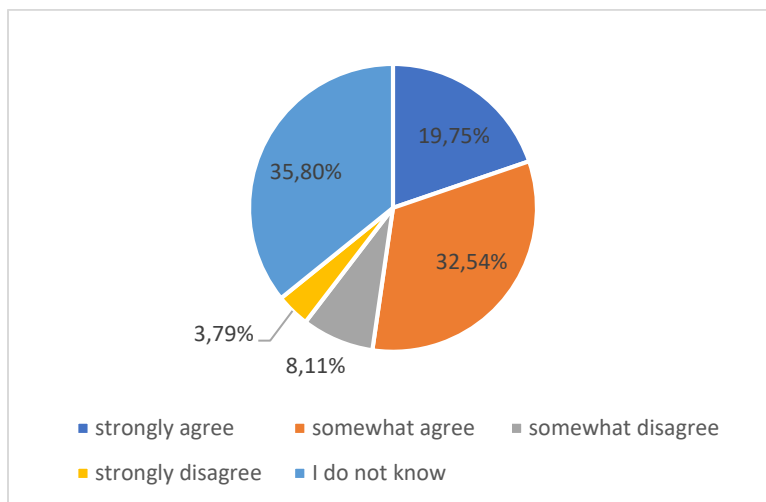


Figure Q14. Distribution of the responses to question 14

Question 15: Are candidates informed about the recruitment (employment) process, selection criteria, the number of vacancies, career development perspectives, and strengths and weaknesses of their applications at the AGH University?

As many as **16.58%** of respondents, answering to question **15**, selected *strongly agree*, and **26.28%** *somewhat agree*. The response *strongly disagree* was chosen by **7.05%** of respondents, *somewhat disagree* by **16.84%**, and *I do not know* by **33.25%**. The least popular response was *strongly disagree* with **7.05%** (Figure Q15).

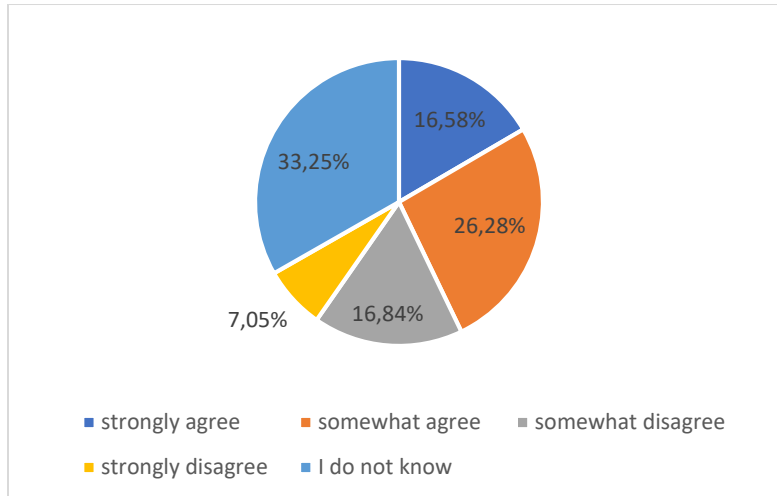


Figure Q15. Distribution of the responses to question 15

Question 16: Are the number of publications, input into patents, papers, and inventions as well as excellent results achieved during academic career taken into account during the staff recruitment process at the AGH University?

As many as **25.57%** of respondents, answering to question **16**, selected *strongly agree*, and **40.04%** *somewhat agree*. The response *strongly disagree* was chosen by **3.26%** of respondents, *somewhat disagree* by **7.67%**, and *I do not know* by **23.46%**. The least popular response was *strongly disagree* with **3.26%** (Figure Q16).

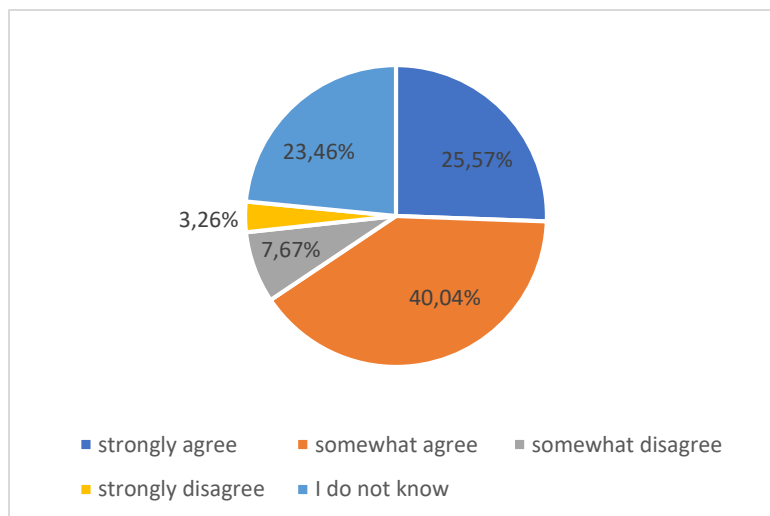


Figure Q16. Distribution of the responses to question 16

Question 17: Are the candidates who follow a multidimensional career path given an opportunity to submit additional documents which reflect achievements and qualifications significant for the position during the recruitment (employment) process at the AGH University?

As many as **18.43%** of respondents, answering to question **17**, selected *strongly agree*, and **31.48%** *somewhat agree*. The response *strongly disagree* was chosen by **2.65%** of respondents, *somewhat disagree* by **6.44%**, and *I do not know* by **41.01%**. The least popular response was *strongly disagree* with **2.65%** (Figure Q17).

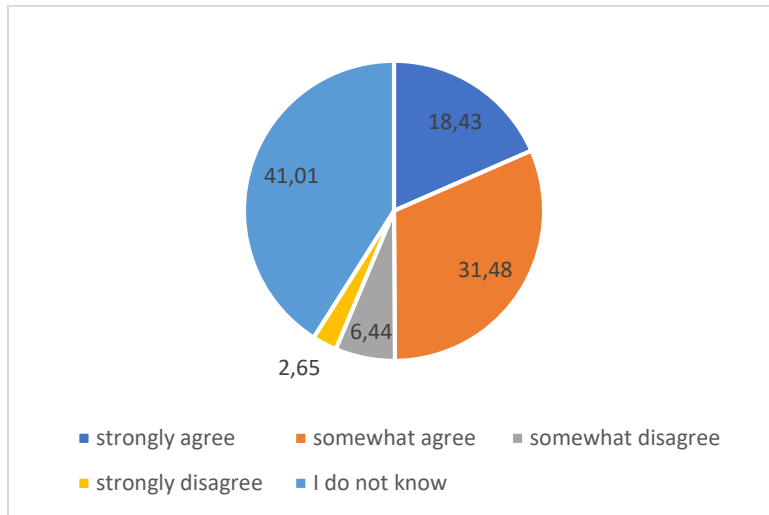


Figure Q17. Distribution of the responses to question 17

Question 18: Does the AGH University perceive any experience in mobility, the change of discipline or sector as part of scientific training, or experience in virtual mobility as a valuable contribution to the researcher's career development?

As many as **14.81%** of respondents, answering to question **18**, selected *strongly agree*, and **32.98%** *somewhat agree*. The response *strongly disagree* was chosen by **4.41%** of respondents, *somewhat disagree* by **13.32%**, and *I do not know* by **34.48%**. The least popular response was *strongly disagree* with **4.41%** (Figure Q18).

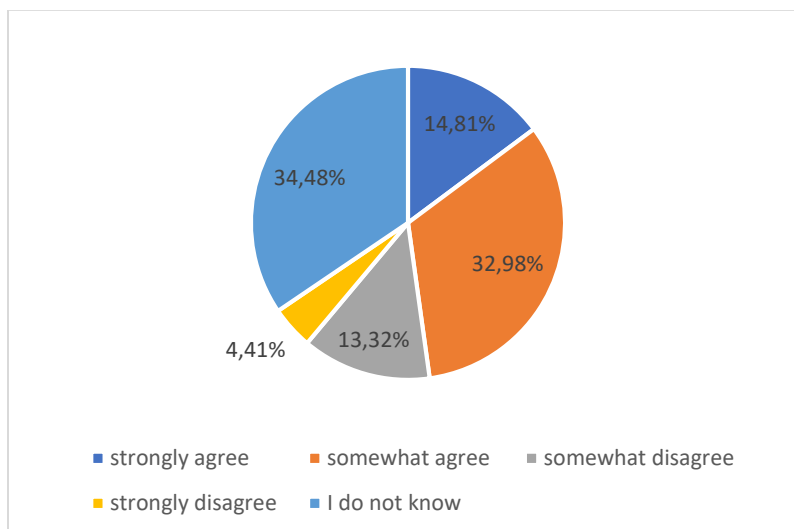


Figure Q18. Distribution of the responses to question 18

Question 19: Is adequate evaluation of academic and professional qualifications provided to all researchers, in particular in the context of international and professional mobility at the AGH University?

As many as **16.40%** of respondents, answering to question **19**, selected *strongly agree*, and **36.24%** *somewhat agree*. The response *strongly disagree* was chosen by **3.35%** of respondents, *somewhat disagree* by **11.90%**, and *I do not know* by **32.10%**. The least popular response was *strongly disagree* with **3.35%** (Figure Q19).

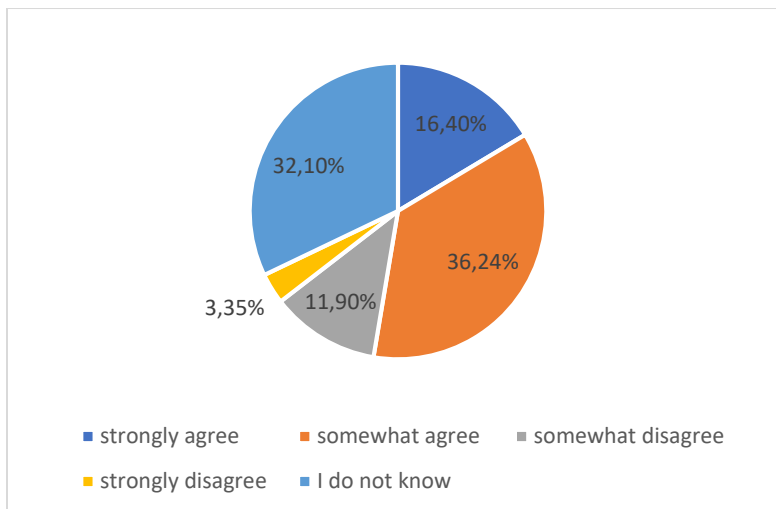


Figure Q19. Distribution of the responses to question 19

Question 20: *Is the required level of basic qualifications for a specific position determined at the AGH University?*

As many as **30.34%** of respondents, answering to question **20**, selected *strongly agree*, and **44.09%** *somewhat agree*. The response *strongly disagree* was chosen by **3.62%** of respondents, *somewhat disagree* by **7.85%**, and *I do not know* by **14.11%**. The least popular response was *strongly disagree* with **3.62%** (Figure Q20).

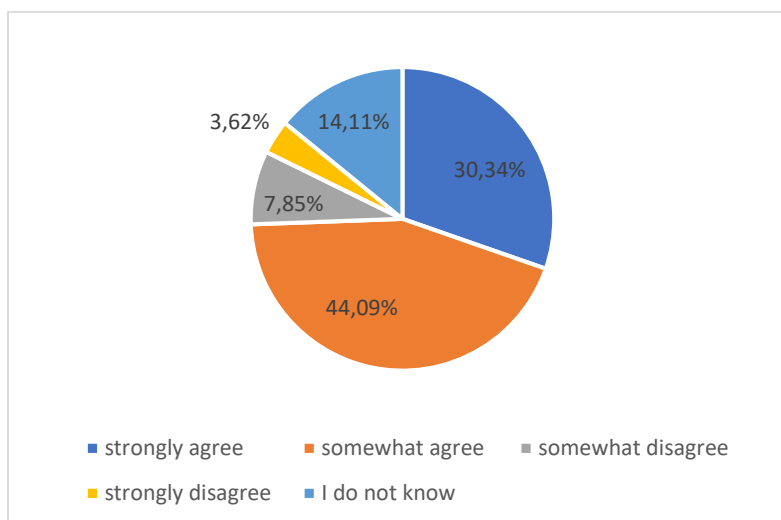


Figure Q20. Distribution of the responses to question 20

Question 21: *Are there clear rules and transparent requirements in terms of the recruitment (employment) and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments at the AGH University?*

As many as **20.55%** of respondents, answering to question **21**, selected *strongly agree*, and **36.60%** *somewhat agree*. The response *strongly disagree* was chosen by **4.32%** of respondents, *somewhat disagree* by **13.40%**, and *I do not know* by **25.13%**. The least popular response was *strongly disagree* with **4.32%** (Figure Q21).

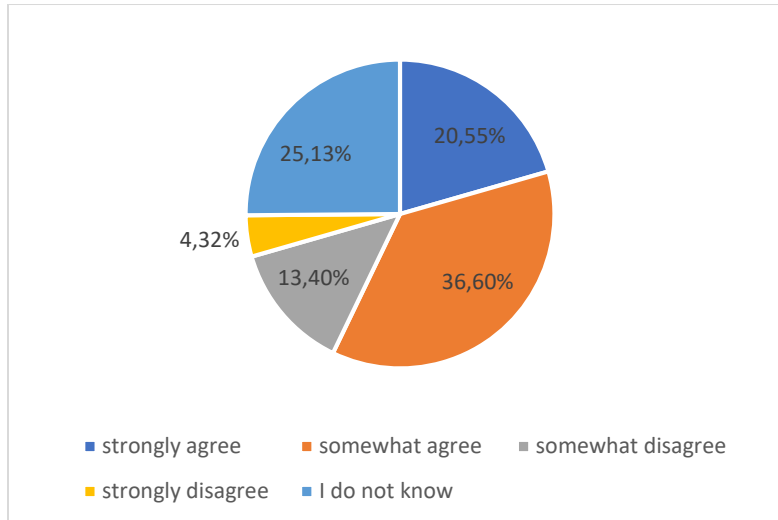


Figure Q21. Distribution of the responses to question 21

III. Working and social insurances conditions (questions 22–36)

Question 22: Are all researchers at each career level considered professionals and treated accordingly at the AGH University?

As many as **16%** of respondents, answering to question **22**, selected *strongly agree*, and **40%** *somewhat agree*. The response *somewhat disagree* was chosen by **22%** of respondents, and *I do not know* by **11%**.

The least popular response was *strongly disagree* with **11%** (Figure Q22).

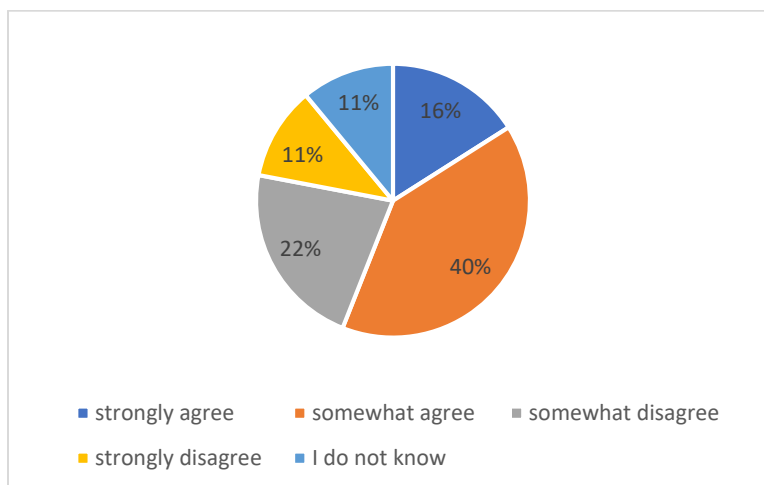


Figure Q22. Distribution of the responses to question 22

Question 23: Does the AGH University care about creating the most stimulating research or training

environment by ensuring proper equipment, facilities, and opportunities, including long-distance cooperation with the use of research networks?

As many as **17%** of respondents, answering to question **23**, selected *strongly agree*, and **38%** *somewhat agree*. The response *somewhat disagree* was chosen by **27%** of respondents, and *I do not know* by **7%**.

The response *strongly disagree* constitutes **11%** of all responses (Figure Q23).

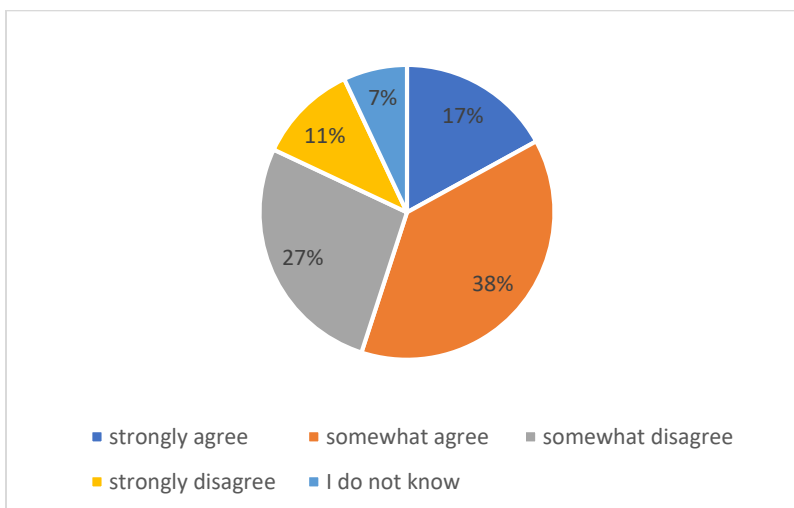


Figure Q23. Distribution of the responses to question 23

Question 24: Does the AGH University provide flexible working conditions to their researchers, including researchers with disabilities according to the abiding regulations?

As many as **28%** of respondents, answering to question **24**, selected *strongly agree*, and **39%** *somewhat agree*. The response *somewhat disagree* was chosen by **5%** of respondents, and *I do not know* by **26%**.

The least popular response was *strongly disagree* with **2%** (Figure Q24).

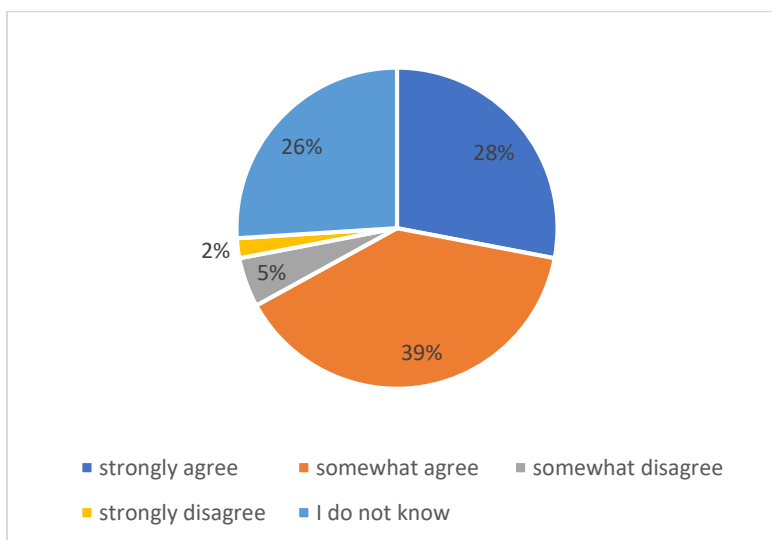


Figure Q24. Distribution of the responses to question 24

Question 25: Does the AGH University provide their academic employees with stable working conditions

in compliance with the rules and conditions established in the EU directive on fixed-term work?

As many as **26%** of respondents, answering to question **25**, selected *strongly agree*, and **37%** *somewhat agree*. The response *somewhat disagree* was chosen by **4%** of respondents, and *I do not know* by **31%**.

The least popular response was *strongly disagree* with **2%** (Figure Q25).

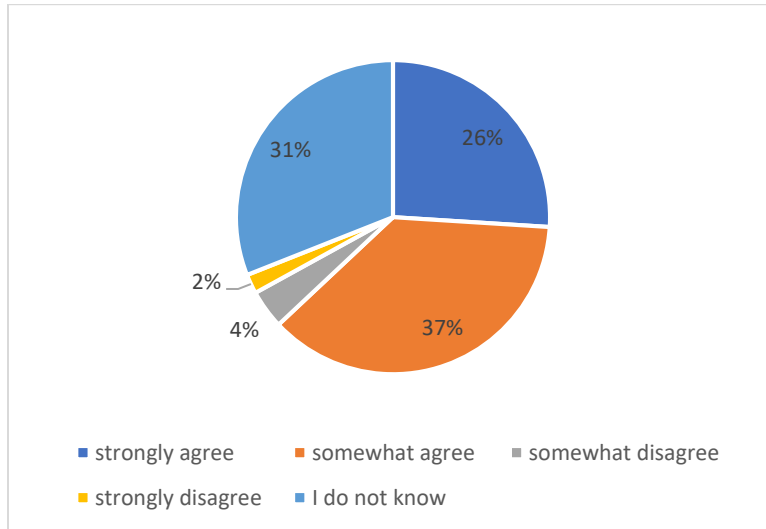


Figure Q25. Distribution of the responses to question 25

Question 26: Does the AGH University provide researchers at each stage of their academic career with fair and attractive remuneration conditions and adequate social insurance benefits according to the abiding regulations?

As many as **13%** of respondents, answering to question **26**, selected *strongly agree*, and **30%** *somewhat agree*. The response *somewhat disagree* was chosen by **25%** of respondents, and *I do not know* by **11%**.

The response *strongly disagree* constitutes **21%** of all responses (Figure Q26).

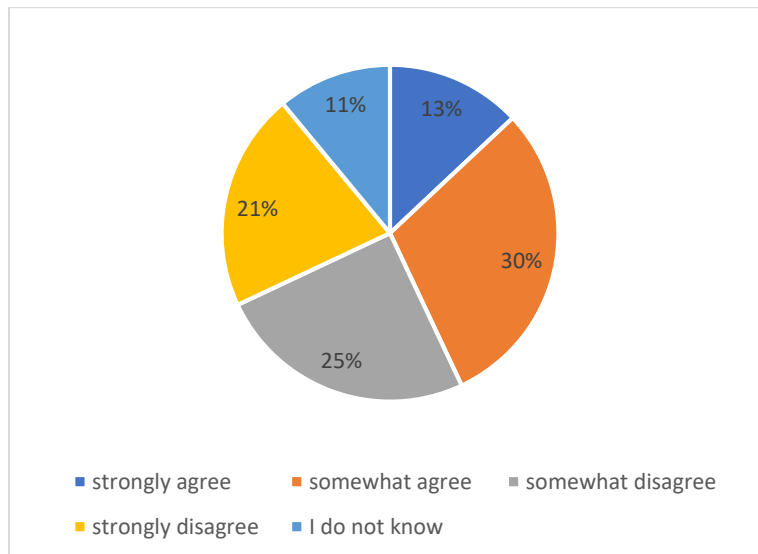


Figure Q26. Distribution of the responses to question 26

Question 27: Does the AGH University aim at ensuring representative gender balance at each stage of academic career, including the stage of being a research supervisor?

As many as **17%** of respondents, answering to question **27**, selected *strongly agree*, and **30%** *somewhat agree*. The response *somewhat disagree* was chosen by **12%** of respondents, and *I do not know* by **36%**.

The least popular response was *strongly disagree* with **5%** (Figure Q27).

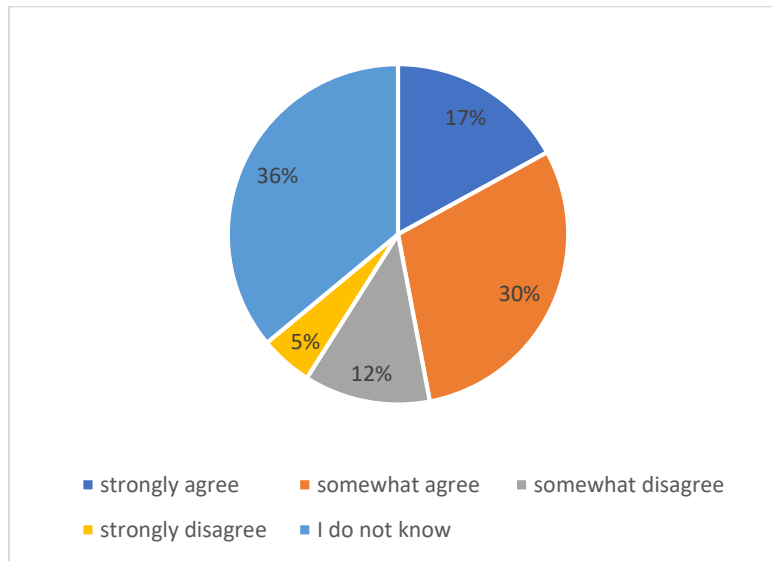


Figure Q27. Distribution of the responses to question 27

Question 28: Is there a defined career development strategy for researchers at each stage of career abiding at the AGH University within the HR management policy?

As many as **13%** of respondents, answering to question **28**, selected *strongly agree*, and **30%** *somewhat agree*. The response *somewhat disagree* was chosen by **19%** of respondents, and *I do not know* by **29%**.

The least popular response was *strongly disagree* with **9%** (Figure Q28).

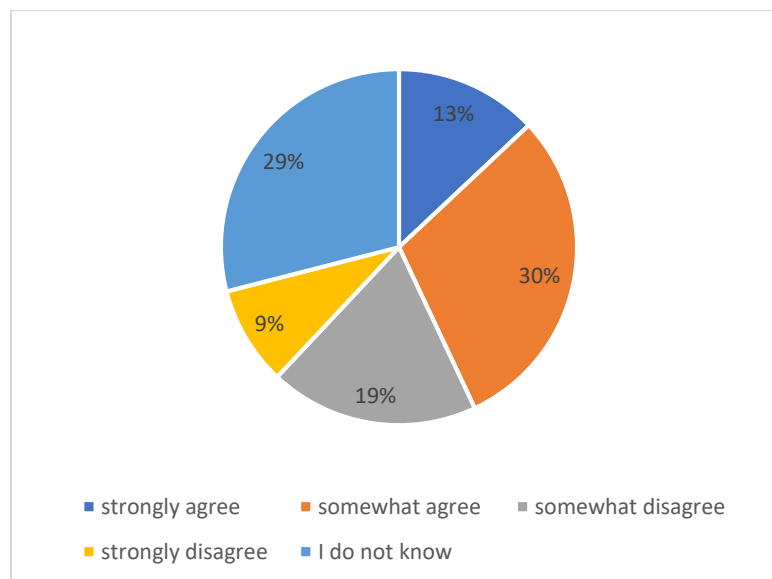


Figure Q28. Distribution of the responses to question 28

Question 29: Are the value of geographical, cross-sectoral, inter- and trans-disciplinary, and virtual mobility, as well as of the mobility between the state and private sectors considered an important means of broadening scientific knowledge and supporting professional development of researchers at each stage of their career at the AGH University?

As many as **15%** of respondents, answering to question **29**, selected *strongly agree*, and **38%** *somewhat agree*. The response *somewhat disagree* was chosen by **14%** of respondents, and *I do not know* by **27%**.

The least popular response was *strongly disagree* with **6%** (Figure Q29).

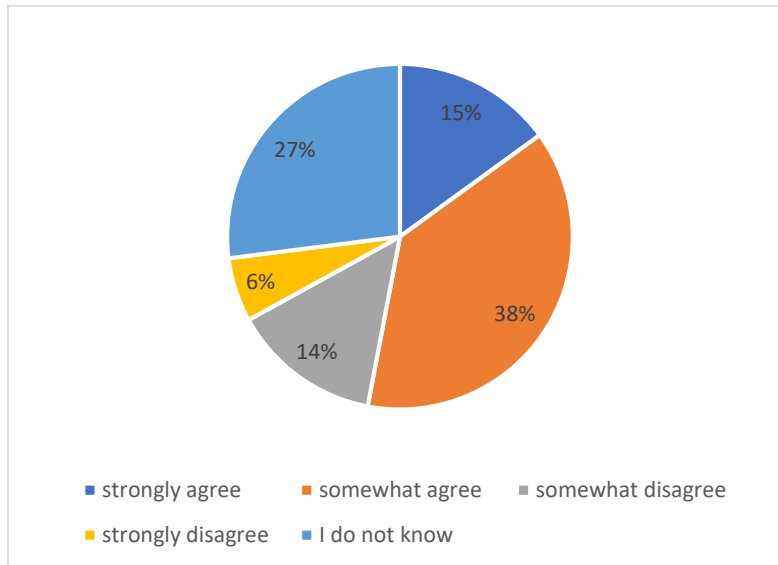


Figure Q29. Distribution of the responses to question 29

Question 30: Does the AGH University provide researchers at each career stage and regardless of their contract with career counselling and help in finding a job?

As many as **8%** of respondents, answering to question **30**, selected *strongly agree*, and **14%** *somewhat agree*. The response *somewhat disagree* was chosen by **23%** of respondents, and *I do not know* by **40%**.

The response *strongly disagree* constitutes **15%** of all responses (Figure Q30).

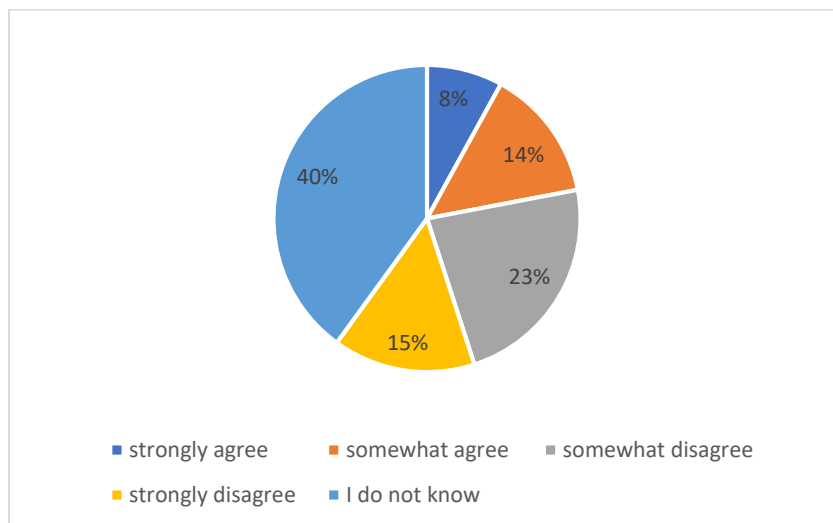


Figure Q30. Distribution of the responses to question 30

Question 31: Does the AGH University ensure that researchers at each stage of their career have the possibility of commercialising research results by legal protection and adequate intellectual property rights protection, including copyrights?

As many as **19%** of respondents, answering to question **31**, selected *strongly agree*, and **46%** *somewhat agree*. The response *somewhat disagree* was chosen by **10%** of respondents, and *I do not know* by **21%**.

The least popular response was *strongly disagree* with **4%** (Figure Q31).

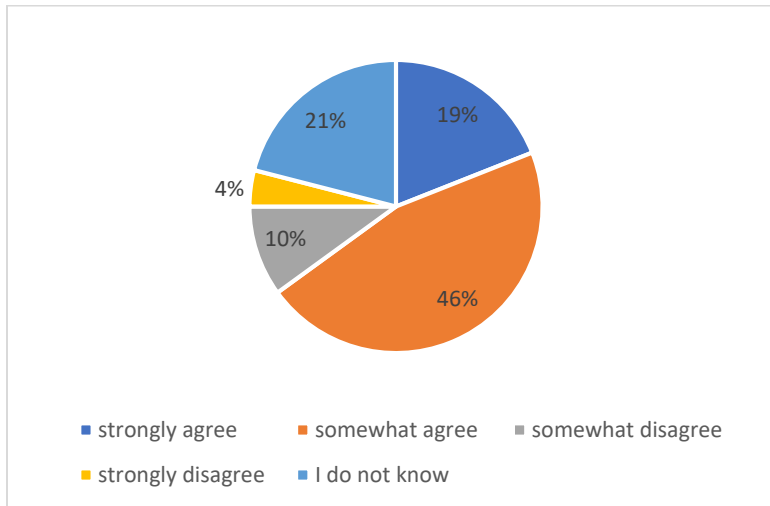


Figure Q31. Distribution of the responses to question 31

Question 32: Does the AGH University have a strategy, practices, and procedures which provide researchers, including researchers at the beginning of their career, doctoral students, with necessary conditions, so that they could take advantage of the rights to the recognition or listing and/or quoting, in the context of actual contribution which they make as co-authors of papers, patents etc. or of the rights to publish their research results regardless of their supervisors?

As many as **20%** of respondents, answering to question **32**, selected *strongly agree*, and **43%** *somewhat agree*. The response *somewhat disagree* was chosen by **11%** of respondents, and *I do not know* by **21%**.

The least popular response was *strongly disagree* with **5%** (Figure Q32).

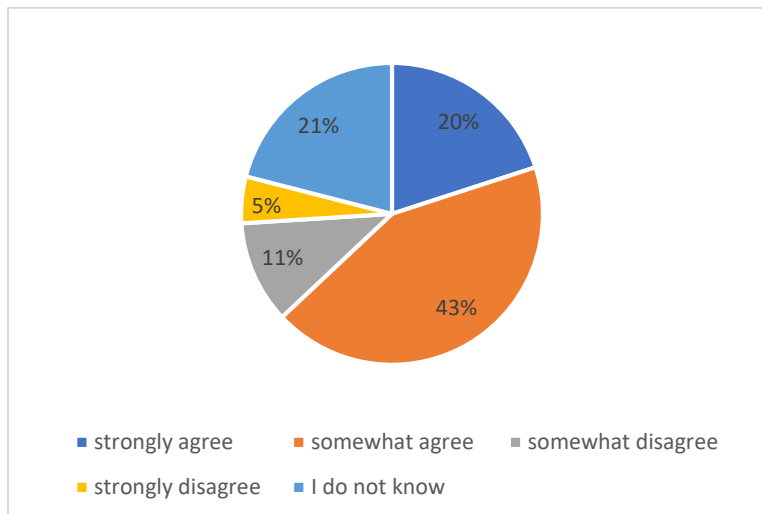


Figure Q32. Distribution of the responses to question 32

Question 33: Does the AGH University ensure that teaching duties are adequately compensated and included in employee evaluation systems, and that time spent on training of novice researchers, doctoral students by staff with higher academic degrees is recognised as part of their commitment to the didactic process?

As many as **12%** of respondents, answering to question **33**, selected *strongly agree*, and **30%** *somewhat agree*. The response *somewhat disagree* was chosen by **26%** of respondents, and *I do not know* by **14%**.

The response *strongly disagree* constitutes **18%** of all responses (Figure Q33).

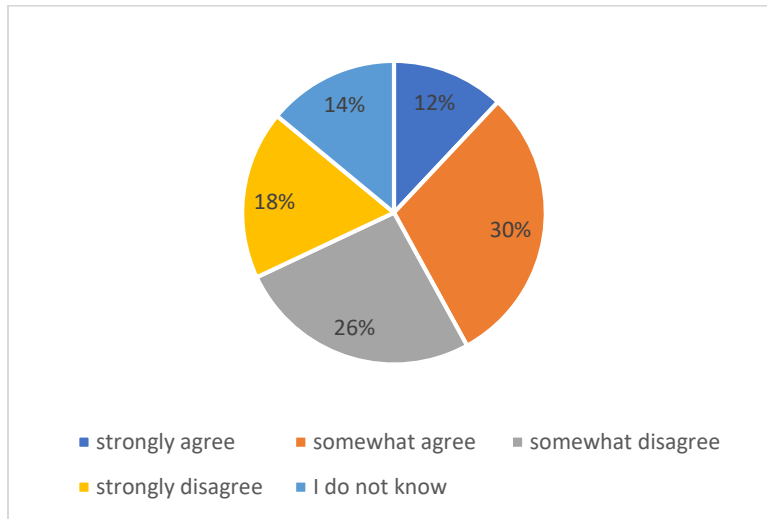


Figure Q33. Distribution of the responses to question 33

Question 34: Are there adequate procedures defined as regards the state rules and regulations and is an impartial person who acts as a spokesperson and investigates complaints/appeals of researchers, including matters concerning conflicts between research supervisors and novice researchers, selected?

As many as **20%** of respondents, answering to question **34**, selected *strongly agree*, and **30%** *somewhat agree*. The response *somewhat disagree* was chosen by **6%** of respondents, and *I do not know* by **40%**.

The least popular response was *strongly disagree* with **4%** (Figure Q34).

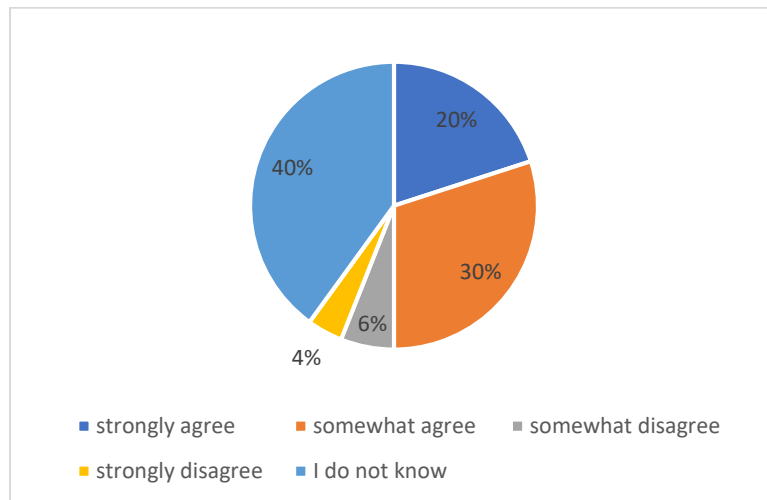


Figure Q34. Distribution of the responses to question 34

Question 35: *Is the right of researchers to have representatives in relevant information, consultative, and decision-making bodies, in which they work in order to protect and represent individual and collective interests of researchers as professionals and to actively participate in the work of the university considered completely justified at the AGH University?*

As many as **23%** of respondents, answering to question **35**, selected *strongly agree*, and **39%** *somewhat agree*. The response *somewhat disagree* was chosen by **6%** of respondents, and *I do not know* by **30%**.

The least popular response was *strongly disagree* with **2%** (Figure Q35).

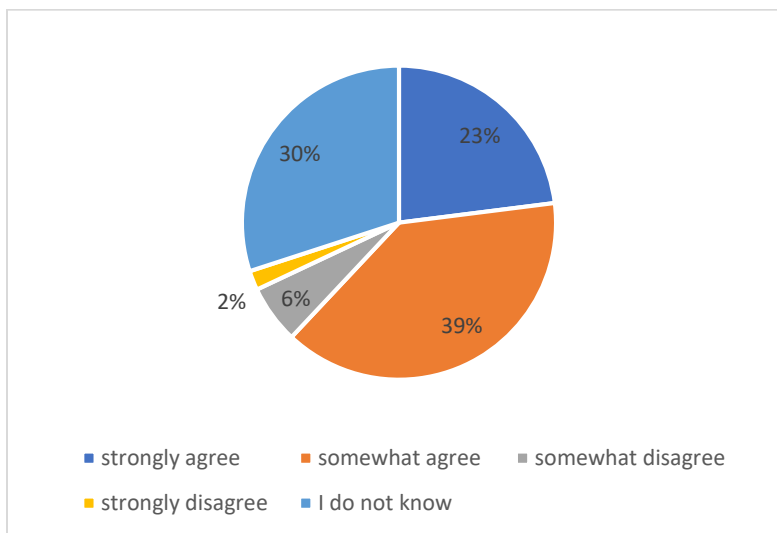


Figure Q35. *Distribution of the responses to question 35*

Question 36: *Have regular forms of contact between doctoral students and their supervisors and field of study/faculty representatives been established and organised at the AGH University?*

As many as **25%** of respondents, answering to question **36**, selected *strongly agree*, and **38%** *somewhat agree*. The response *somewhat disagree* was chosen by **12%** of respondents, and *I do not know* by **21%**.

The least popular response was *strongly disagree* with **4%** (Figure Q36).

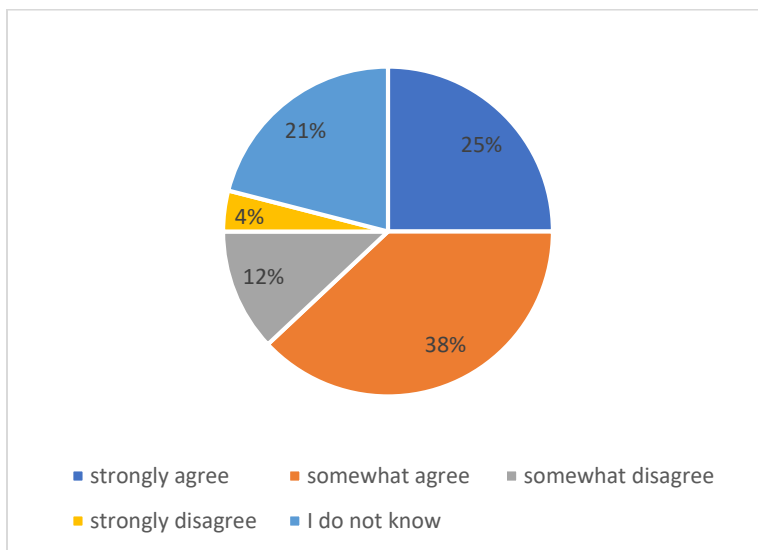


Figure Q36. *Distribution of the responses to question 36*

IV. Trainings (questions 37–40)

Question 37: Do the experienced academic employees, while performing various functions such as supervisors, mentors, leaders, project coordinators, and science popularisers, carry out these activities according to the highest professional standards and form constructive and positive relations with novice researchers, doctoral students at the AGH University?

As many as **23.81%** respondents, answering to question **37**, selected *strongly agree*, and **51.23%** *somewhat agree*. The response *somewhat disagree* was chosen by **11.64%** of respondents, and *I do not know* – **10.05%**. The least popular response was *strongly disagree* with **3.26%** (Figure Q37).

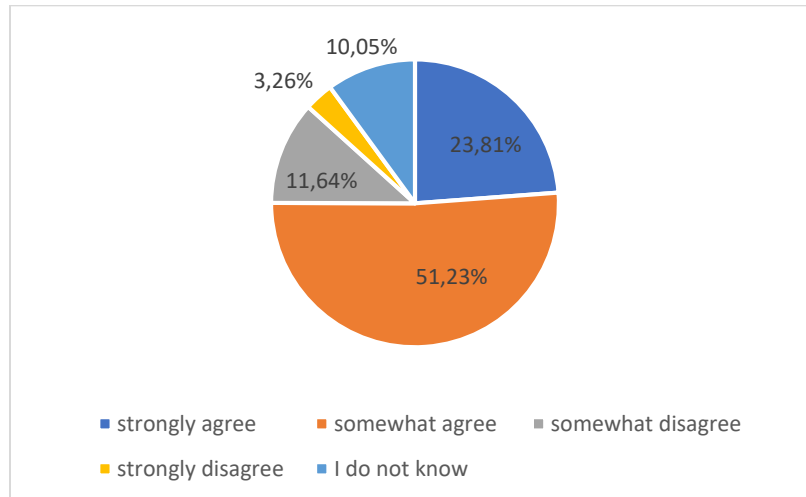


Figure Q37. Distribution of the responses to question 37

Question 38: Does the AGH University support its researchers at each stage of professional career in continuous development and improvement of professional skills and qualifications by enabling participation in conferences, training courses, and other forms of education?

As many as **20.19%** respondents, answering to question **38**, selected *strongly agree*, and **48.41%** *somewhat agree*. The response *somewhat disagree* was chosen by **19.49%** of respondents, and *strongly disagree* – **7.14%**. The least popular response was *I do not know* with **4.76%** (Figure Q38).

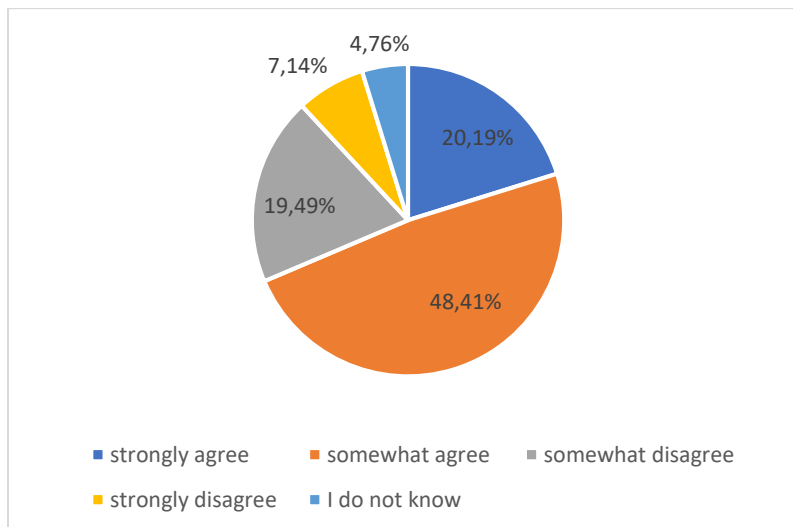


Figure Q38. Distribution of the responses to question 38

Question 39: Does the AGH University provide researchers at each stage of professional career, regardless of the contract type, with opportunities of professional development and of improving one's chances of finding a job by ensuring the access to measures of continuous skills and qualifications development?

As many as **15.70%** respondents, answering to question **39**, selected *strongly agree*, and **38.89%** *somewhat agree*. The response *somewhat disagree* was chosen by **20.63%** of respondents, and *I do not know* – **16.49%**. The least popular response was *strongly disagree* with **8.29%** (Figure Q39).

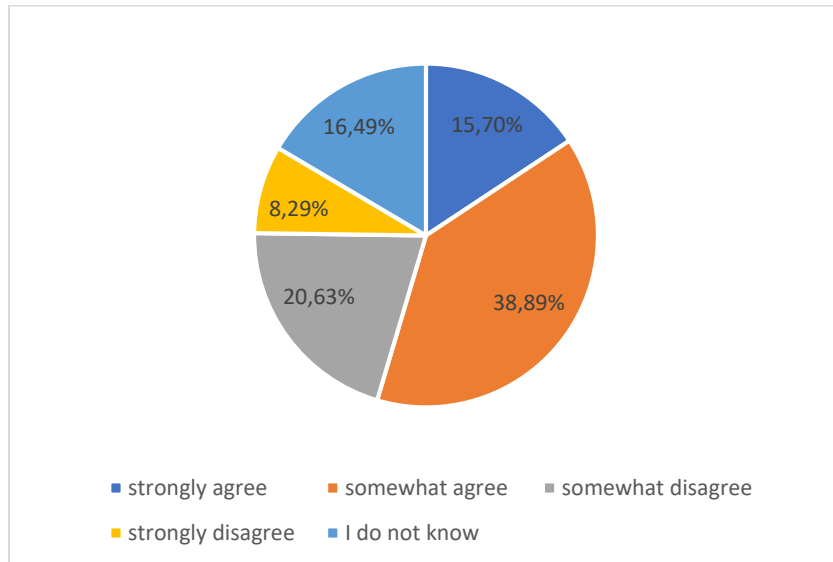


Figure Q39. Distribution of the responses to question 39

Question 40: Are competent, available, committed, knowledgeable supervisors with adequate experience in research supervision who can provide proper support to novice researchers, doctoral students appointed at the AGH University?

As many as **23.28%** respondents, answering to question **40**, selected *strongly agree*, and **49.38%** *somewhat agree*. The response *somewhat disagree* was chosen by **10.32%** of respondents, and *I do not know* by **12.52%**. The least popular response was *strongly disagree* with **4.50%** (Figure Q40).

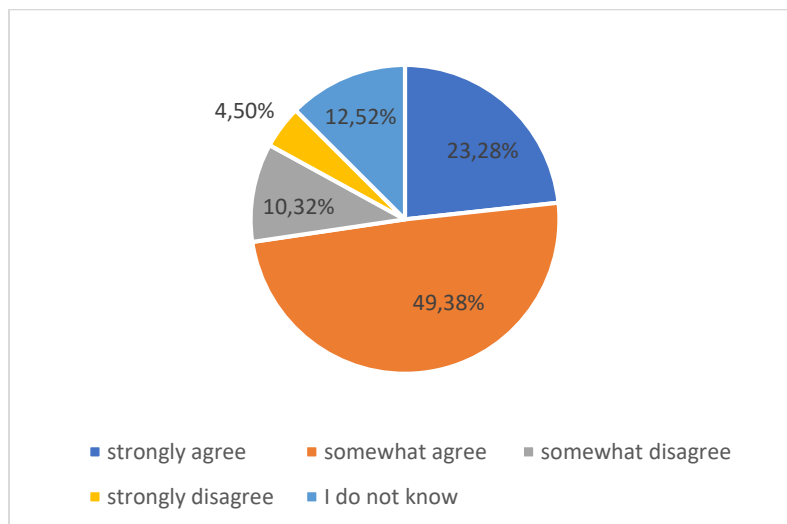


Figure Q40. Distribution of the responses to question 40

Table 4.2. Collective results of the survey on the compliance of the AGH University regulations and actions with the Charter and the Code's principles

| Surveyed part | Question no. | Strongly agree | Some what agree | Some what disagree | Strongly disagree | I do not know | Σ positive evaluation* | Σ negative evaluation** | Σ neutral evaluation*** |
|---|--------------|----------------|-----------------|--------------------|-------------------|---------------|------------------------|-------------------------|-------------------------|
| I. Ethical and professional aspects | 1 | 638 | 432 | 35 | 9 | 20 | 1070 | 44 | 20 |
| | 2 | 434 | 538 | 58 | 33 | 71 | 972 | 91 | 71 |
| | 3 | 422 | 572 | 69 | 18 | 53 | 994 | 87 | 53 |
| | 4 | 240 | 549 | 187 | 55 | 103 | 789 | 242 | 103 |
| | 5 | 311 | 543 | 130 | 45 | 105 | 854 | 175 | 105 |
| | 6 | 201 | 443 | 208 | 111 | 171 | 644 | 319 | 171 |
| | 7 | 338 | 498 | 107 | 37 | 154 | 836 | 144 | 154 |
| | 8 | 438 | 476 | 109 | 11 | 100 | 914 | 120 | 100 |
| | 9 | 286 | 409 | 325 | 89 | 25 | 695 | 414 | 25 |
| | 10 | 411 | 423 | 116 | 50 | 134 | 834 | 166 | 134 |
| | 11 | 237 | 463 | 158 | 75 | 201 | 700 | 233 | 201 |
| II. Recruitment | 12 | 259 | 508 | 134 | 51 | 182 | 767 | 185 | 182 |
| | 13 | 249 | 486 | 130 | 36 | 233 | 735 | 166 | 233 |
| | 14 | 224 | 369 | 92 | 43 | 406 | 593 | 135 | 406 |
| | 15 | 188 | 298 | 191 | 80 | 377 | 486 | 271 | 377 |
| | 16 | 290 | 454 | 87 | 37 | 266 | 744 | 124 | 266 |
| | 17 | 209 | 357 | 73 | 30 | 465 | 566 | 103 | 465 |
| | 18 | 168 | 374 | 151 | 50 | 391 | 542 | 201 | 391 |
| | 19 | 186 | 411 | 135 | 38 | 364 | 597 | 173 | 364 |
| | 20 | 344 | 500 | 89 | 41 | 160 | 844 | 130 | 160 |
| | 21 | 233 | 415 | 152 | 49 | 285 | 648 | 201 | 285 |
| III. Working and social insurances conditions | 22 | 184 | 455 | 245 | 128 | 122 | 639 | 373 | 122 |
| | 23 | 189 | 435 | 306 | 125 | 79 | 624 | 431 | 79 |
| | 24 | 322 | 446 | 58 | 19 | 289 | 768 | 77 | 289 |
| | 25 | 294 | 417 | 45 | 19 | 359 | 711 | 64 | 359 |
| | 26 | 145 | 344 | 289 | 237 | 119 | 489 | 526 | 119 |
| | 27 | 190 | 343 | 133 | 54 | 414 | 533 | 187 | 414 |
| | 28 | 147 | 344 | 215 | 105 | 323 | 491 | 320 | 323 |
| | 29 | 175 | 430 | 163 | 66 | 300 | 605 | 229 | 300 |
| | 30 | 95 | 161 | 256 | 168 | 454 | 256 | 424 | 454 |
| | 31 | 214 | 525 | 111 | 48 | 236 | 739 | 159 | 236 |
| | 32 | 224 | 489 | 129 | 55 | 237 | 713 | 184 | 237 |
| | 33 | 137 | 343 | 295 | 198 | 161 | 480 | 493 | 161 |
| | 34 | 221 | 336 | 69 | 49 | 459 | 557 | 118 | 459 |
| | 35 | 256 | 423 | 66 | 27 | 326 | 679 | 93 | 326 |
| 36 | 287 | 430 | 141 | 42 | 234 | 717 | 183 | 234 | |
| IV. Trainings | 37 | 270 | 581 | 132 | 37 | 114 | 851 | 169 | 114 |
| | 38 | 229 | 549 | 221 | 81 | 54 | 778 | 302 | 54 |
| | 39 | 178 | 441 | 234 | 94 | 187 | 619 | 328 | 187 |
| | 40 | 264 | 560 | 117 | 51 | 142 | 824 | 168 | 142 |

Table 4.3. The most frequent comments of the AGH University researchers in the survey on the opinion on the compliance of law regulations and the AGH University actions with the principles of the Charter and the Code.

| | No.* | Discussed topic | Number of comments | % of respondents |
|----|------|--|--------------------|------------------|
| 1 | I.1 | lack of freedom of beliefs and speech | 6 | 0.52 |
| 2 | I.2 | unethical actions (overall lack of ethics) | 11 | 0.97 |
| 3 | I.2 | mobbing, abuse from supervisors | 8 | 0.71 |
| 4 | I.4 | problems with funding and/or lack thereof | 11 | 0.97 |
| 5 | I.6 | problems with funding transparency | 17 | 1.50 |
| 6 | I.10 | discrimination (particularly of women, sexual minorities, and foreigners) | 15 | 1.32 |
| 7 | I.10 | mobbing, abuse from supervisors | 8 | 0.71 |
| 8 | I.11 | no commission and clear evaluation rules, evaluation based on student surveys (often malicious) | 29 | 2.56 |
| 9 | II.1 | nepotism/contests written for specific candidates | 15 | 1.36 |
| 10 | II.2 | lack of transparency | 9 | 0.79 |
| 11 | II | little competition | 9 | 0.79 |
| 12 | III | low remuneration | 32 | |
| 13 | III | unfair or disproportionate remuneration | 20 | |
| 14 | III | unfair work evaluation (it was not related to a comment on remuneration in each case) | 12 | 0.97 |
| 15 | III | lack of factors that give constructive motivation | 10 | |
| 16 | III | lack of proper equipment or equipment funding | 9 | 0.79 |
| 17 | III | administrative overload | 11 | 0.97 |
| 18 | III | restriction of development opportunities | 13 | 0.97 |
| 19 | III | lack of support from superiors and units | 17 | |
| 20 | III | lack of a sense of agency and influence over decisions | 9 | 0.79 |
| 21 | IV | <u>Notes on trainings, the training offer, and the support of research development</u> - Trainings are not integrated with the activity of faculties and departments | 15 | 1.32% |

| | | | | |
|----|----|--|----|-------|
| | | <ul style="list-style-type: none"> - The training offer often does not correspond with employees' needs - The access to trainings is hampered by a complicated recruitment and application process, as well as due to didactic work overload - Lack of sufficient support of conference trips | | |
| 22 | IV | <p><u>Notes on training and conference funding</u></p> <ul style="list-style-type: none"> - Sufficient financial support for the scientific development of employees is not provided. - Lack of sufficient support of research trips - Lack of training funds and collaboration between different university units hinder the development of competencies - Lack of structuring and popularisation of the funding system | 25 | 2.20% |
| 23 | IV | <p><u>Notes on superiors</u></p> <ul style="list-style-type: none"> - Lack of proper support for supervisors - Lack of solutions aimed at the evaluation and support of supervisors' work | 13 | 1.15% |
| 24 | IV | <p><u>Notes on organisational, administrative, and procedural problems</u></p> <ul style="list-style-type: none"> - The organisation of research work is missing, which leads to acting in small groups or individually, without coordination from the department and faculty authorities - Doctoral students have to bear additional costs related to the participation in conferences and trainings - Access to trainings in the Centre of e-Learning and Innovative Education (CeLiD) is hindered - Lack of proper information and procedural support and the academic employee's administrative overload is significant - Wrong survey structure, incomprehensible questions | 14 | 1.23% |

*the Roman numbers correspond with the numbering of the Charter and the Code' parts and the Arabian numbers with question numbers.

Comments made by at least 0.5% of respondents are presented in Table 4.3., where percentage values were referred to the total number of respondents.

4.3. Conclusions from the internal analysis

The internal analysis of law regulations and practices at the AGH University (Table 4.1.) allowed for the identification of aspects which, above all, require undertaking improvement actions by the AGH University. Those are the colour-coded areas in Table 4.1. and 4.4., respectively yellow (4.1.) and red (4.4.), i.e.:

I: 2, 7, 8, 11,

II: 12, 13, 14, 15, 16, 17, 18, 19,

III: 23, 25, 29, 33,

IV: 36, 40

the Roman numbers correspond with the numbers of the Charter and the Code's parts and the Arabian numbers with question numbers.

The suggestions for action in relation to those issues were presented in the *required actions* column in Table 4.1. and in *factual description of planned actions* in Tables 4.4.–5.2. In the Team's opinion, those elements do not constitute an obstacle to the functioning of the university, but they should be included in the improvement actions.

The analysis of responses provided in the survey (Table 4.2.) shows that the AGH University's situation in terms of the implementation of the Charter and the Code's provisions is positively perceived by the university researchers. The AGH University's actions received 50% support in all areas. The ethical and professional aspects (75% positive responses) and training opportunities (66%) were ranked the highest.

However, the Team decided that the researchers' awareness of their rights should be increased and the internal university communication improved, which, among others, will successfully increase the researchers' engagement at all stages of the implementation of the Charter and the Code's principles. The decision to take action was reached when the surveyed researchers gave at least 10% of neutral and 10% of negative responses or altogether 10% of neutral and negative to the survey questions on the conformity of the AGH University regulations and actions with the provisions of the Charter and the Code, but also by way of their suggestions and comments (Table 4.3.).

A summary of the conclusions of the legal analysis and surveys with an indication of the scope of the Charter and the Code which requires undertaking actions by the AGH University was included in Table 4.4. and colour-coded in red.

Table 4.4. Summary of the conclusions of the legal analysis and surveys with an indication of the scope of the Charter and the Code which requires undertaking actions by the AGH University.

| Surveyed part | Task no. | Issue within the scope of the Charter and the Code | Conclusions from the analysis | | Implications to undertake action |
|---|----------|--|-------------------------------|--------|----------------------------------|
| | | | legal | survey | |
| I. Ethical and professional aspects | 1 | Research Freedom | | | |
| | 2 | Ethical principles | x | X | X |
| | 3 | Professional responsibility | | X | X |
| | 4 | Professional attitude | x | X | X |
| | 5 | Contractual and legal obligations | x | X | X |
| | 6 | Accountability | x | X | X |
| | 7 | Good practice in research | x | X | X |
| | 8 | Dissemination, exploitation of results | x | X | X |
| | 9 | Public engagement | | X | X |
| | 10 | Non-discrimination | | X | X |
| | 11 | Evaluation/appraisal systems | x | X | X |
| II. Recruitment | 12 | Recruitment (based on the Charter) | x | X | X |
| | 13 | Recruitment (based on the Code) | x | X | X |
| | 14 | Selection | x | X | X |
| | 15 | Transparency | x | X | X |
| | 16 | Judging merit | x | X | X |
| | 17 | Variations in the chronological order of CVs | x | X | X |
| | 18 | Recognition of mobility experience | x | X | X |
| | 19 | Recognition of qualifications | x | X | X |
| | 20 | Seniority | | X | X |
| | 21 | Postdoctoral appointments | | X | X |
| III. Working and social insurances conditions | 22 | Recognition of the profession | | X | X |
| | 23 | Research environment | x | X | X |
| | 24 | Working conditions | | X | X |
| | 25 | Stability and permanence of employment | x | X | X |
| | 26 | Funding and salaries | | X | X |
| | 27 | Gender balance | | X | X |
| | 28 | Career development | x | X | X |
| | 29 | Value of mobility | x | X | X |
| | 30 | Access to career advice | x | X | X |
| | 31 | Intellectual Property Rights | | X | X |
| | 32 | Co-authorship | | X | X |
| | 33 | Teaching | x | X | X |
| | 34 | Complaints/appeals | | X | X |
| | 35 | Influence on decision-making bodies | | X | X |
| | 36 | Relations with supervisor | x | X | X |
| IV. Training | 37 | Management supervision and responsibilities | | X | X |
| | 38 | Continuation of career development | | X | X |
| | 39 | Access to research training and continuous development | | x | X |
| | 40 | Supervision | x | X | X |

| | |
|--|---|
| | issues requiring action after legal analysis |
| | issues requiring action after survey analysis |
| | issues requiring action after legal and survey analysis |

On this basis, the Team prepared an action plan for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University called the AGH University HR4R Strategy (Table 10 and 11).

5. Plan and schedule of actions on implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University

Table 5.1. Corrective and improvement action plan resulting from the analysis of legal requirements and survey results

| | No.* | Factual description of planned actions | Type of actions I/C** | Responsibility for the implementation |
|--|------|--|-----------------------|--|
| I. Ethical and professional aspects | | | | |
| 1 | I.2 | Updating the code of ethics by the AGH University | I | Vice-Rector for General Affairs |
| 2 | I.2 | Informing doctoral students and employees about the presence of the code of ethics, obliging the University community to familiarise themselves with it | C | Vice-Rector for General Affairs Director of Doctoral School |
| 3 | I.2 | Creating a website/subpage to the main AGH University service which will include a collection of all documents on practices, rules, and ethical norms applicable in state and university legislation | C | CKiM, CRI |
| 4 | I.3 | Vast promotion of trainings on intellectual property rights for students, doctoral students, and employees | C | CTT Doctoral School |
| 5 | I.4 | Designing yearly schedules and contest and actions calendar and publishing them with one-year advance by IDUB | I | Head of the IDUB project |
| 6 | I.4 | Designing and implementing a system aimed at informing researchers about research funding sources | C | Vice-Rector for Cooperation |
| 7 | I.4 | Developing competencies for applying, implementing, and accounting for projects | I | COP |
| 8 | I.5 | Publishing information on ethical issues regarding Higher Education and on research funding law regulations on the AGH University website | C | CeLiID CKiM |
| 9 | I.6 | Disseminating the principles of preparing applications for research funding from various sources, including subsidies, and the distribution and disbursement of, and accounting for allocated funds | C | COP, Faculty Deans, Heads of units |
| 10 | I.7 | Informing about tools for cloud data storage, trainings on the matter | I | CRI |
| 11 | I.7 | Trainings on protection of personal data and requiring the adherence to those rules/regulations | C | DPO |
| 12 | I.8 | University authorities support in publishing/disseminating the results of research conducted in units | C | Vice-Rector for Science |
| 13 | I.8 | Informing and promoting the dissemination of research results in the green open access formula Developing guidelines for promoting scientific research in international databases | C | Faculty Deans, Chairpersons of Disciplines Councils, Main Library |
| 14 | I.9 | Promoting research findings in science reference works | I | Vice-Rector for General Affairs |

| | | | | |
|--|----------|---|---|--|
| 15 | I.9 | Supporting researchers who engage in popularisation activity by addressing it in periodic evaluation | C | Faculty Deans |
| 16 | I.10 | Trainings on cultural differences, gender equality, anti-mobbing actions etc. mandatory for the management | C | Rector's Office CSP |
| 17 | I.10 | Introducing transparency in personal matters, the necessity to justify decisions and inform about them | C | Faculty Deans |
| 18 | I.11 | Updating internal legal regulations within the scope of academic teachers and doctoral students' evaluation | C | Vice-Rector for General Affairs |
| 19 | I.11 | Transparency of evaluation rules and provision of explanation on the evaluation result | C | Faculty Deans |
| 20 | I.11 | Introducing mechanisms encouraging student participation in surveys, so that there would be as many responses as possible (the highest possible response rate) | I | Rector's Proxy for Quality of Education |
| II. Recruitment | | | | |
| 21 | II.12 | Reorganising CSP aimed at creating a unit responsible for HR management. Developing recruitment standards and good practices with regard to: A. Forms of employment: - First employment at the AGH University - Promotion to a new position - Employment for the purpose of a project/grant B. Candidate evaluation criteria C. Recruitment rules within the remit of Faculties D. Verification of the compliance with the established rules | C | The AGH University Rector |
| 22 | II.13 | Improving the quality of recruitment advertisements. Advertisement standardisation. Information on the remuneration and the period of employment | I | CSP |
| 23 | II.14 | Clear, easily accessible information on career paths published on the AGH University websites, available from the level of recruitment advertisements | I | CSP |
| 24 | II.15 | Propagation of advertisements on public channels (i.e. Pracuj.pl) to ensure wide availability of recruitment advertisements | I | CSP |
| 25 | II.16 | Propagation of advertisements on public channels (i.e. Pracuj.pl) to ensure wide availability of recruitment advertisements | I | CSP |
| 26 | II.17-21 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weaknesses of their applications | C | Vice-Rector for General Affairs, Senate Commission for Employee Affairs |
| III. Working and social insurances conditions | | | | |
| 26 | III.22 | Disseminating information on equal access to trainings for researchers as part of Centre of e-Learning and Innovative Education at the AGH University | I | CeLiID |

| | | | | |
|----|--------|---|-----|---|
| 27 | III.23 | Updating internal legal regulations within the scope of occupational health and safety | I | Occupational Health and Safety (OHS) section |
| 22 | III.24 | Adapting working conditions for persons with disabilities to current regulations | I | Vice-Rector for General Affairs, Disability Support Office, OHS section |
| 23 | III.25 | Updating internal legal acts | | Vice-Rector for General Affairs |
| 24 | III.26 | Developing and disseminating information on remuneration and wage motivation of researchers | C | Vice-Rector for General Affairs, Faculty Deans |
| 25 | III.28 | Developing faculty guidelines on designing career development strategy Ensuring transparency of promotion conditions for researchers and lecturers | I | Vice-Rector for General Affairs, Senate Commission for Employee Affairs |
| 26 | III.29 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | I/C | Vice-Rector for General Affairs, Senate Commission for Employee Affairs |
| 27 | III.30 | Introducing career counselling and support for researchers at each stage of their professional career within their work at the AGH University | C | Careers Centre |
| 28 | III.31 | Vast promotion of trainings on intellectual property rights for students, doctoral students, and employees | I | CTT |
| 29 | III.32 | Promotion of good practices in the matter | I | Vice-Rector for Science |
| 30 | III.33 | Developing a system for greater flexibility of teaching burdens upon employee's request | C | Vice-Rector for Education |
| 31 | III.34 | Disseminating information on legal regulations in the field of complaints and researchers' dismissal | I | Vice-Rector for Science |
| 32 | III.35 | Raising researchers awareness on the opportunities and advantages of partaking in the work of advisory bodies | I | CSP |
| 33 | III.36 | Developing rules and principles regarding the collaboration of supervisors and doctoral students | I | Doctoral School Disciplines Councils |

| IV. Trainings | | | | |
|----------------------|-------|--|---|--|
| 34 | IV.37 | Developing guidelines on the responsibilities of research supervisors, project coordinators, and team leaders | C | Vice-Rector for General Affairs, Senate Commission for Employee Affairs |
| 35 | IV.38 | Creating a procedure for planning development activities of specific employees, i.e. yearly plans including trainings in the field of didactics and research, but also of the expansion of the network of contacts, internationalisation, and cooperation with business (for example, justified participation in experts/practitioners' events and conferences; points for the publication should not always be the main criterion) | I | Faculty Deans |
| 36 | IV.38 | The identification and analysis of training needs within the organisation units (Faculties, Departments) should take place in order to build and select an offer specific to the actual needs. This regards external trainings, as the information collected at the central level would allow to analyse and order the most crucial and urgent services. Whereas in the internal offer, it will allow to search or prepare, with proper anticipation, adequate competencies to conduct the training at the university. | I | Faculty Deans, CeLiID |
| 37 | IV.38 | Disseminating information on equal access to trainings as part of CeLiID | C | CeLiID |
| 38 | IV.39 | Developing transparent rules for financing external trainings and specialistic development services for employees | I | Faculty Deans |
| 39 | IV.40 | Creating rules and principles regarding the assignment/selection of supervisor | | Doctoral School, Disciplines Councils |

Table 5.2. Schedule of corrective and improvement actions on implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University.

| | No.* | Factual description of planned actions | Responsible party | 2023 | 2024 | | | | 2025 | | |
|-----|------|---|--|------------|-----------|------------|-------------|------------|-----------|------------|-------------|
| | | | | IV quarter | I quarter | II quarter | III quarter | IV quarter | I quarter | II quarter | III quarter |
| 1. | I.2 | Creating a website/subpage to the main AGH University service which will include a collection of all documents on practices, rules, and ethical norms applicable in state and university legislation | CSP, CRI | | | | | | | | |
| 2. | I.3 | Vast promotion of trainings on intellectual property rights for students, doctoral students, and employees | CTT, SD | | | | | | | | |
| 3. | I.4 | Designing and implementing a system aimed at informing researchers about research funding sources | COP, CZW | | | | | | | | |
| 4. | I.4 | Developing competencies for applying, implementing, and accounting for EU projects | COP | | | | | | | | |
| 5. | I.5 | Providing information on ethical issues regarding Higher Education and information on research funding law regulations on the AGH University website | CKiM | | | | | | | | |
| 6. | I.6 | Disseminating the principles regarding the preparation of applications for research funding from various sources, including subsidies, and the distribution and disbursement of, and accounting for allocated funds | COP | | | | | | | | |
| 7. | I.7 | Informing about tools for cloud data storage, training on the matter | CZW | | | | | | | | |
| 8. | I.7 | Training on protection of personal data and requiring the adherence to those rules/provisions | Data Protection Officer (DPO) | | | | | | | | |
| 9. | I.7 | Updating internal legal regulations within the scope of occupational health and safety | Occupational Health and Safety (OHS) section | | | | | | | | |
| 10. | I.8 | Informing about and promoting the dissemination of research results in the green open access formula | Vice-Rector for Science | | | | | | | | |
| 11. | I.8 | Developing guidelines for promoting scientific research in international databases | Main Library | | | | | | | | |
| 12. | I.9 | Promoting research findings in science reference works | CKiM | | | | | | | | |
| 13. | I.9 | Supporting researchers who engage in the popularisation activity by addressing it in periodic assessment | Vice-Rector for General Affairs | | | | | | | | |
| 14. | I.10 | Trainings on cultural differences, gender equality, anti-mobbing actions etc. mandatory for the management | Rector's Office CSP | | | | | | | | |

| | No.* | Factual description of planned actions | Responsible party | 2023 | 2024 | | | | 2025 | | | |
|-----|-------|---|---|------------|-----------|------------|-------------|------------|-----------|------------|-------------|--|
| | | | | IV quarter | I quarter | II quarter | III quarter | IV quarter | I quarter | II quarter | III quarter | |
| 15. | I.11 | Updating internal legal regulations within the scope of academic teachers and doctoral students' evaluation | Vice-Rector for General Affairs | | | | | | | | | |
| 16. | II.12 | Reorganising CSP aimed at creating a unit responsible for HR management. Developing recruitment standards and good practices | Vice-Rector for General Affairs | | | | | | | | | |
| 17. | II.13 | Developing recruitment standards and good practices | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | | |
| 18. | II.14 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | | |
| 19. | II.15 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | | |
| 20. | II.16 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | | |
| 21. | II.17 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | | |
| 22. | II.18 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | | |

| | No.* | Factual description of planned actions | Responsible party | 2023 | 2024 | | | | 2025 | | |
|-----|--------|---|--|------------|-----------|------------|-------------|------------|-----------|------------|-------------|
| | | | | IV quarter | I quarter | II quarter | III quarter | IV quarter | I quarter | II quarter | III quarter |
| | | their applications | | | | | | | | | |
| 23. | II.19 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | |
| 24. | III.23 | Updating internal legal regulations within the scope of occupational health and safety | Occupational Health and Safety section | | | | | | | | |
| 25. | III.24 | Adapting working conditions for persons with disabilities to current regulations | Vice-Rector for General Affairs, Disability Support Office, OHS section | | | | | | | | |
| 26. | III.25 | Updating internal legal acts | CSP, Vice-Rector for General Affairs | | | | | | | | |
| 27. | III.26 | Disseminating information on possible forms of remuneration | CKiM | | | | | | | | |
| 28. | III.27 | Disseminating information on the approved equality plan | CKiM, equality ombudsperson | | | | | | | | |
| 29. | III.28 | Providing faculty guidelines on the design of career development strategy | I quarter 2025 – Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | |
| 30. | III.29 | Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weakness of their applications | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | |
| 31. | III.30 | Introducing career counselling for researchers | Careers Centre (CK) | | | | | | | | |
| 32. | III.31 | Vast promotion of trainings on intellectual property rights for students, doctoral students, and employees | Technology Transfer Centre (CTT) | | | | | | | | |
| 33. | III.32 | Promotion of good practices in the matter | Vice-Rector for Science | | | | | | | | |
| 34. | III.33 | Developing a system for greater flexibility of teaching burdens upon employee's request | Vice-Rector for Education, Senate Commission for Employee Affairs | | | | | | | | |
| 35. | III.34 | Disseminating information on legal regulations in | Vice-Rector for Science | | | | | | | | |

| | No.* | Factual description of planned actions | Responsible party | 2023 | 2024 | | | | 2025 | | |
|-----|--------|--|---|------------|-----------|------------|-------------|------------|-----------|------------|-------------|
| | | | | IV quarter | I quarter | II quarter | III quarter | IV quarter | I quarter | II quarter | III quarter |
| | | the field of complaints and researchers' dismissal | | | | | | | | | |
| 36. | III.35 | Raising researchers awareness on the opportunities and advantages of partaking in the work of advisory bodies | Faculty Deans | | | | | | | | |
| 37. | III.36 | Developing rules and principles on the collaboration of supervisors and doctoral students | Doctoral School (SD), Disciplines Councils | | | | | | | | |
| 38. | IV.37 | Developing guidelines on the responsibilities of research supervisors, project coordinators, and team leaders. | Vice-Rector for General Affairs, Senate Commission for Employee Affairs | | | | | | | | |
| 39. | IV.38 | Disseminating information on equal access to trainings as part of CeLiD | CeLiD | | | | | | | | |
| 40. | IV.39 | Disseminating of information on equal access to trainings as part of CeLiD | CeLiD | | | | | | | | |
| 41. | IV.40 | Creating rules and principles on the assignment/selection of supervisor | SD, Disciplines Councils | | | | | | | | |

*the Roman numbers correspond with the numbering of the Charter and the Code' parts and the Arabian numbers with question numbers.

Comment:

Factual descriptions of planned actions included in some of the points replicate their content, i.e. Point 11 and 12 of the Table ("Developing faculty guidelines on the process of hiring academic teachers, including the use of diverse criteria for evaluating candidates' academic achievements and accomplishments, recognising the value of mobility, and informing candidates on the strengths and weaknesses of their applications"). Such a provision signifies that the university in terms of one action prepares solutions required by a few duties from the Charter and the Code (in the above example, respectively: II.3 I II.4).

6. Monitoring of implementation and effectiveness of planned actions

To efficiently and successfully execute the process of the preparation and implementation of the HR Strategy for researchers at the AGH University, the Team for the implementation of principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers has been appointed. The Team reaches key decisions pertaining to strategic directions of actions to be undertaken at the AGH University.

The Team consists of representatives of all Faculties.

The expected frequency of Team meetings in the implementation period of the HR Strategy for researchers will depend on the needs, however, they shall take place at least once a year.

The scope of Team's actions is to carry out planned activities on an ongoing basis and to make operational decisions.

The Team's tasks are:

1. To prepare a Team's work schedule;
2. To process survey results on the implementation of provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the AGH University, among researchers and doctoral students;
3. To analyse internal legal regulations and practices at the university with the indication of the scope in which the university follows and does not follow the provisions of the Charter and the Code;
4. To develop an action plan on human resources management for researchers, referred to as the HR4R Strategy, aimed at implementing the provisions of the Charter and the Code;
5. To run the process of the implementation of the principles of the Charter and the Code in internal legal acts, procedures, practices;
6. To present the Rector with periodic reports on the Team's activity.

During the implementation of the Action Plan, the Team shall be responsible for monitoring the progress of planned tasks.

7. Summary

The AGH University, relying on a detailed internal analysis of legal regulations and practices applicable at the AGH University and the analysis of the survey conducted among researchers on the implementation of the provisions of the Charter and the Code at the university, identified areas of the university's activity which require improvement and corrective actions. On this basis, the HR4R Strategy for 2023–2025 was established accompanied by the action plan with the identification of the type and the factual description of actions and the indication which organs and university units are responsible for performing actions in determined time frames. A consistent execution of the HR4R Strategy shall allow to successfully implement the principles of the Charter and the Code, which should contribute to the improvement of researchers working conditions and the development of science at the AGH University.

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