HR Excellence in Research award @UW - New tools and practices

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Research Services Office

Erasmus Staff Training
Master Class: HRS4R Assessment
Liège, 13.03.2018
WARSAW - AN ACADEMIC CITY

- 1.7 million inhabitants
- 15 public Higher Education Institutions (HEIs)
- 240,000 students per year
- Warsaw and the region of Mazovia are most often chosen by international students coming to Poland: 30% of all foreigners coming to Polish academies study here.
The University of Warsaw was founded in 1816.

In November 2016, UW celebrated the 200th anniversary of its foundation.

The slogan for the anniversary was: “Two centuries. Good beginning”.

- 47.6 thousand students and PhD students (4.4 thousand foreigners among students and doctoral students – 2.5 thousand long-term students, 1.9 thousand exchange and visiting students (e.g. Erasmus+)
- 7.2 thousand employees of which over 3.7 thousand Faculties
- 21 departments, 30 extra-departmental academic and research units
- 330 million euro budget/year
- 800 international partners
- University graduates have won 5 Nobel Prize awards:
  - Nobel Prize in Literature: Henryk Sienkiewicz, Czesław Miłosz
  - Nobel Peace Prize: Menachem Begin, Joseph Rotblat
  - Nobel Prize in Economic Sciences: Leonid Hurwicz
UW - UNIVERSITY OF RESEARCH

- 3,750 academic teachers
- 3,200 PhD students
- 100 million euro research budget
  \( \frac{1}{3} \) of the University budget
- 3,350 research topics
  in the fields of the humanities, social, exact and natural sciences, as well as numerous interdisciplinary studies, including subjects in medical or technical sciences
- 1,500 projects
  financed by national or international research programmes, funds and organisations
- 8,700 publications per year
- 400 international conferences per year
Research Services Office (RSO)

- Divided into 2 sections:
  - National Research Programmes
  - International Research Programmes – since 1999

- Employs 16 persons (15.25 FTE)
- Runs the Regional Contact Point for EU R&I Programmes

- Ran 3 editions of an on-line course
  on multimedia platform for PhD students on acquisition of research funds
  – recognition under „PhD students-friendly University” programme

- Designed an on-line application supporting management of FP7 Projects
  („PROBAD”)

- Active member of the COST TN „BESTPRAC” , Management Committee
  Member, Leader of WG „Legal” (2014-2018 (January))
- Active member of the UNICA , Chair of Research Liaison Officers WG
Letter of the Minister of Science and Higher Education of the Republic of Poland to the Rectors urging Polish Higher Education Establishments to implement the principles of Charter&Code as part of the „Pact for Horizon” Action Plan (April 2015).
Towards the HR Excellence in Research award – University level

- 14.07.2014 - The Rector appointed the members of the special University Committee for the implementation of the European Charter & Code;
- 30.07.2014 - The 1st sitting
- 28.08.2014 - Declaration of endorsement was signed

University of Warsaw recognizes the principles the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers.

University of Warsaw, in recognition of the importance of recruiting, selecting and retaining researchers with the highest excellence potential in research, fully supports the Charter and the Code and declares its intention to respect and to promote both documents among its employees.

Many rules of both the Charter and Code have been followed by the University of Warsaw for already a long time and became a common practice. The University is taking the best endeavours to comply in the near future with all the remaining rules, under Polish legal framework.

On July 14th, 2014 I appointed the special Team for implementation of the principles of the Charter and the Code. The Team members represent all stake-holders, including Vice-Rector for Human Resources and Lifelong Learning, the Chancellor, Deputy Head of the Human Resources Office, Deputy Head of the Research Services Office, representatives of the researchers and PhD students. The first meeting of the Team took place on July 30th, 2014 and following ones have been scheduled in order to make a systematic progress on the implementation of the Charter and the Code, for the benefit of the entire University community.

Sincerely,

Marcin Palys

University of Warsaw
The University Committee for the implementation of the European Charter& Code

- The University C&C Committee is headed by prof. Andrzej Tarlecki, the Vice-Rector for Human Resources and Financial Policy
- The C&C Committee:
  - Representatives of the researchers and PhD students
  - The representatives of the central administration: the Vice-Chancellors for Finance/IT,
  - Deputy Head of the Human Resources Office,
  - Deputy Head of the Research Services Office,
  - Deputy Head of the International Relations Office,
  - Deputy Head of the Office for University Advancement

**GOAL:** Systematic progress on the development of the revised HR strategy and implementation of the C&C for the benefit of the whole University community.
The University C&C Committee 1st sitting (30.07.2014) and the next steps

✓ An internal gap analysis was carried out the results reviewed and discussed to compare policies and practices against the Charter & Code principles
✓ The C&C Committee developed a work schedule for execution of the first stage preparation for development of the revised HR strategy (October 2014 – January 2015)

• In September the first draft questionnaire concerning the level of implementation of the principles of the C&C at the University was prepared by the RSO
• In November 2014 the Education Quality Assessment Unit was involved in order to develop a professional questionnaire to be set out to all researchers and PhD student at the University
The internal gap analysis and the on-line questionnaire

The questionnaire was sent by e-mail with an invitation to participate and with an individual – link to the questionnaire on-line in order to fill it in with the use of the university poll system „Ankieter”.

All the poll participants’ data has been anonymized.
The Second sitting (February 2015) of the University C&C Committee

- The results of the poll were presented - THE REPORT
- The Committee listed task to do, e.g.:
  - To develop a Code of Good Practices,
  - The revise the procedures of recruitment and applying for research funds (document flow, scope of responsibly of all University units involved),
  - To develop a clear career track for researchers including the principle of the stability of employment,
  - To develop a periodical assessment system of work of the technical and admin staff,
  - to enhance international mobility,
  - equality and gender balance

The Committee meets quaterly - monitoring of progress
European Charter for Researchers

The European Commission understood that Europe’s competitiveness is strongly related to developments in research and the knowledge economy and therefore introduced recommendations for member states of the European Union. Their aim is to create an attractive and open labour market for researchers within the European Union. Recommendations were published in 2005 in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Rights and obligations of scholars and of their employers as well as of research funding institutions are included in the Charter. The concept of the document contributes to the improvement of career prospects for researchers in Europe and increases their mobility, not only international, but also intersectoral - between science and business. Recommendations included in the Code ought to lead to an open, transparent and on the international level comparable recruitment procedure.

In the principles of participation in the European Union framework programmes for research, development and innovation, for example in the Horizon 2020 programme, there is an appeal to the provisions of the Charter and the Code. These principles are reflected in grant agreements with institutions which realize projects. Beneficiaries of the programme should endeavor to complete all recommendations included in documents.

In order to stress the significance of the Charter and the Code, the European Commission gives a "HR Excellence in Research" logo to the research institutions that have made progress in aligning their human resource policies according to the principles set out in the Charter and the Code. Universities, research institutions and enterprises, that have been awarded, have the right to use the icon to highlight their commitment to implement fair and transparent recruitment and appraisal procedures for researchers.

Since 2016, the University of Warsaw can use the "HR Excellence In Research" award given by the European Commission.
European Charter & Code action plan

THE HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R) AT THE UNIVERSITY OF WARSAW (UW) WITH RESPECT OF THE PRINCIPLES OF THE EUROPEAN CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS
- ACTION PLAN FOR 2015-2019

Based on the internal gap analysis of the state of implementation of the principles of the Charter and Code at UW

HR Excellence in Research award in July 2016
Action plan - selected outcomes
Employment Handbook

Promotion of equality & non-discrimination

WE ARE ALL EQUAL

WEAREALLEQUAL.UW.EDU.PL

is an equality university website including comprehensive and practical information about, i.a. what discrimination is and which are its types and examples (also from the academic life), what to do in case of witnessing discrimination or being its victim, which university and national institutions one can ask for support and help.

On the website one can also find information about the projects and equality and anti-discrimination research carried out at the University, as well as information about the current events dedicated to equality and diversity.

We encourage you to use the web page and to contact us should you witness or are affected by discrimination or any unequal treatment.

What is discrimination?

It is an unfair treatment on the grounds of sex, sexual orientation, nationality or ethnic origin, skin colour, age, religion, creed, belief or disability.

Enhancement of international mobility of students and researchers

Students will obtain here information regarding various university matters. WP team will assist students in dealing with formalities, explaining how to register for courses, how to use university library, and how to apply for an electronic student card. They will also provide information about student organisations, language possibilities, cultural and sport activities as well as living in Warsaw.

September 2017
Enhancement of international mobility of students and researchers

February 2018
Enhancement of international mobility of students and researchers
Enhancement of international mobility of students and researchers

- Incoming fellows
  - under Marie Sklodowska-Curie Actions
- Vice Rector’s letter to the Deans/ Directors - candidates for MSCA IF fellows tutors
- 67 candidates
- Tutors’ data base - constantly updated
- MSCA IF welcome offer sent out via European NCPs,
- Published on „net4 mobility”: [https://www.net4mobility.eu/eoi.html](https://www.net4mobility.eu/eoi.html)
- Published on Euraxess website
Enhancement of international mobility of students and researchers

- Polish NCP newsletter: „UW actively searches for IF MSAC candidates”
  https://www.kpk.gov.pl/?p=37881&znewsletter=26lipca2017

- Cooperation with UW press Office
  - Information on the UW main website:
    http://en.uw.edu.pl/marie-sklodowska-curie-individual-fellowship/ ,
    http://en.uw.edu.pl/research/university-of-research/
    http://en.uw.edu.pl/cooperation/research-collaboration/

- Information campaign to be repeated every year
Enhancement of international mobility of students and researchers

MARIE SKŁODOWSKA-CURIE ACTIONS

Boost your research career!

Apply for Marie Skłodowska – Curie Individual Fellowship (IF) under the EU Horizon 2020 Programme with the University of Warsaw.

For details please see the leaflet below, check the tutors/supervisors’ data base and the guides for applicants for your convenience.

- Marie Skłodowska-Curie Actions – Individual Fellowships at the University of Warsaw – expression of interest 2017
- H2020 MSCA IF at University of Warsaw_TUTORS’ DATABASE
- Practical Guide for MSCA IF ACTIONS

Please consider that this is an UNOFFICIAL document prepared by the EU-funded Project “Net4Mobility” (Grant No.: 640603) of National Contact Points (NCP) for the Marie Skłodowska-Curie Actions (MSCA).

Information contained in this document and any others transmitted or attached to the same is intended to assist and support, in an unofficial and easy-to-practical way, the researchers interested in submitting a Proposal for the Individual Fellowships (IF) Call with Deadline on 14/09/2017. It is therefore NOT a substitute of European Commission Documents, which in all cases must be considered as official and prevailing.
Enhancement of international mobility of students and researchers

Boost your research career!
Apply for Marie Skłodowska-Curie Individual Fellowship (IF) under the EU Horizon 2020 Programme with the University of Warsaw!

The University of Warsaw is a leading Polish university located in the capital of Poland, one of the most dynamically developing academic cities in Europe, holding high positions in international rankings. Warsaw is the centre of political and economic life and has a lively social and cultural scene. Among ca. 47,6 thousand students the University community includes 4,400 foreigners: students, doctoral students, employees and grantees of, among others, coming also under the Erasmus+ programme from Spain, Germany, Italy, France, Turkey and other European countries. The University employs 3,750 scholars whose scientific enquiry extends over 3,350 research topics; students who they concurrently teach have the opportunity of joining in their research projects, including the prestigious ERC grants. The University’s research teams have won worldwide recognition in many areas of knowledge and have joined international research programmes (with over 200 running projects/year). More about the University can be found HERE.

If you are an experienced researcher interested in your scientific career development by working @theUniversityofWarsaw apply for the Marie Skłodowska-Curie European Fellowship with the University of Warsaw by 14/09/2017!

Basic principles:

1) The Marie Skłodowska-Curie actions (MSCA), named after the double Nobel Prize winning Polish-French scientist famed for her work on radioactivity, support researchers at all stages of their careers, irrespective of nationality.

2) Researchers working across all disciplines, from life-saving healthcare to 'blue-sky' science, are
Enhancement of international mobility of students and researchers

Tutors’ database

<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>SUPERVISOR/TUTOR</th>
<th>CONTACT/SCIENTIST IN CHARGE</th>
<th>RESEARCH AREA/KEY WORDS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centre of New Technologies</td>
<td>Jacek Jemieliity, Ph.D. D.Sc, Prof. UW</td>
<td><a href="mailto:jacekJ@biogeol.uw.edu.pl">jacekJ@biogeol.uw.edu.pl</a>, <a href="mailto:jacekJ@jemielitygroup.pl">jacekJ@jemielitygroup.pl</a></td>
<td>chemical biology, bioorganic chemistry; Chemistry, biochemistry and biophysics of nucleotides and nucleic acids; Chemical synthesis of nucleotides and oligonucleotides; Studies on interactions of nucleotides with proteins;</td>
</tr>
<tr>
<td>Centre of New Technologies</td>
<td>dr hab. Dariusz Plewczynski, PhD, prof. UW</td>
<td>e-mail: <a href="mailto:d.plewczynski@cent.uw.edu.pl">d.plewczynski@cent.uw.edu.pl</a></td>
<td>Bioinformatics and computational genomics</td>
</tr>
<tr>
<td>Centre of New Technologies</td>
<td>prof. Piotr Wegleński</td>
<td><a href="mailto:wegle@edm.uw.edu.pl">wegle@edm.uw.edu.pl</a></td>
<td>Genetics, paleogenetics</td>
</tr>
<tr>
<td>Centre of New Technologies</td>
<td>Liliana Dobrzańska, PhD</td>
<td><a href="mailto:lianger@cent.uw.edu.pl">lianger@cent.uw.edu.pl</a></td>
<td>Crystal Engineering applied to coordination compounds or organic molecules, with emphasis on porous materials (including their synthesis and characterization) and single</td>
</tr>
<tr>
<td>Centre of New Technologies</td>
<td>dr hab. Dorota A. Pawlak</td>
<td><a href="mailto:dorota.anna.pawlak@gmail.com">dorota.anna.pawlak@gmail.com</a></td>
<td>Nanoplasmonics, metamaterials, novel photonic materials, crystal growth, novel manufacturing materials technologies, s-SNOM</td>
</tr>
<tr>
<td>Faculty of Applied Linguistics</td>
<td>dr Agnieszka Biernacka</td>
<td><a href="mailto:a.biernacka@uw.edu.pl">a.biernacka@uw.edu.pl</a></td>
<td>court interpreting, community interpreting, conference interpreting</td>
</tr>
<tr>
<td>Faculty of Chemistry</td>
<td>Prof. dr hab. Agata Michalska</td>
<td><a href="mailto:agetam@chem.uw.edu.pl">agetam@chem.uw.edu.pl</a></td>
<td>Synthesis and application of nanomaterials for electrochemical and/or optical sensors Lipophilic polymers, conducting polymers nanostructures – synthesis, characterization and modification of their properties; carbon nanomaterials, composites. Electrochemical sensors potentiometric and voltammetric, fluorimetric and colorimetric sensors. Tailoring of sensors analytical parameters, improving sensors construction.</td>
</tr>
<tr>
<td>Faculty of Chemistry</td>
<td>PhD Kamil Polok</td>
<td><a href="mailto:polok@chem.uw.edu.pl">polok@chem.uw.edu.pl</a></td>
<td>Femtosecond Optical Kerr Effect Spectroscopy, Molecular Dynamics Simulations, Rotational Coherence in the Gas Phase, Optical Phonons in Crystals, Ultrafast Spectroscopy of Nanoparticles</td>
</tr>
<tr>
<td>Faculty of Chemistry</td>
<td>Prof. dr hab. Magdalena Skompska</td>
<td><a href="mailto:mskomps@chem.uw.edu.pl">mskomps@chem.uw.edu.pl</a></td>
<td>1) Photocatalysis and photoelectrocatalysis with the use of nanostructural composite materials ( ZnO/TiO2, inorganic perovskites and Au-decorated semiconductors). 2) Hybrid (organic-inorganic) systems for catalysis, electrocatalysis and solar cells.</td>
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Communication campaign – partially implemented

Visibility of HR Excellence in research award

- University website/ departments’ websites, headed papers, e-mails
- University newsletter
- University monthly – special edition
- Social media
- Meetings with researchers

Thank you for your attention!

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