



UNIwersytet GdańSKI



HR EXCELLENCE IN RESEARCH

REPORT 2021

NEEDS ANALYSIS AT THE UNIVERSITY OF GDAŃSK

In April 2021 in order to update the Action Plan for 2021-2022, the Commission for the implementation and monitoring of the HR Excellence in Research strategy at the University of Gdańsk has re-analyzed the needs in the following organizational units of the University of Gdańsk:

- Faculty of Biology
- Faculty of Chemistry
- Faculty of Economics
- Faculty of Languages
- Faculty of History
- Faculty of Mathematics, Physics and Informatics
- Faculty of Social Sciences
- Faculty of Oceanography and Geography
- Faculty of Law and Administration
- Faculty of Management
- Intercollegiate Faculty of Biotechnology UG&MUG
- International Centre for Cancer Vaccine Science (ICCVS)
- Doctoral Students Council

Individual Faculty Groups for HR Strategy had conducted research using various methods, such as focus group interviews, expert research, faculty surveys and discussions in HR groups. Both academics and administrative staff as well as students and doctoral students were involved in identifying the problems and ideas for solving them.

In their reports, the evaluating groups presented the most important issues for the academic community of the University of Gdańsk, which were grouped into three areas directly related to the principles of the Charter and Code:

- 1. ETHICAL AND PROFESSIONAL ASPECTS**
- 2. RECRUITMENT AND EVALUATION OF EMPLOYEES**
- 3. PROFESSIONAL DEVELOPMENT AND WORKING CONDITIONS**

IDENTIFIED NEEDS BY AREA:

1. ETHICAL AND PROFESSIONAL ASPECTS

- Lack of training in the Code of Ethics of the University of Gdańsk Employee and the Code of Ethics of Academic Teachers (especially for young new employees), no control over their observance and sanctions due to scientific misconduct.
- No activities aimed at increasing the sense of community between employees (from different employee groups) and employees and students, taking into account mutual respect (regardless of gender and position).
- The need to increase the exchange of good practices in conducting research and didactic classes with other universities (in the country and abroad), including by encouraging employees to participate in the various activities within the SEA-EU and its follow-up.
- Non-transparent system of awarding prizes, raises and supplements.
- Underestimating the value of didactic work in relation to scientific work and at the same time a large teaching load for people carrying out big scientific projects.
- Pressure of experienced academic staff on young researchers (e.g. imposing topics of papers, insisting on adding names to the publication).
- The disproportion between doctoral students of doctoral studies (old mode) and doctoral students from the Doctoral School, visible in many areas – from scholarship to the possibility of applying for publication support, availability of development programs.
- No administrative assistance on legal matters.
- Unclear and incomprehensible criteria for evaluating projects.
- Need to disseminate and exploit research through open access.
- Lack of access to some prestigious journals.
- Need for greater digitization of periodicals published by the University of Gdańsk.
- Insufficient responsibility for material things (e.g. excessive use of water and light).

2. RECRUITMENT AND EVALUATION OF EMPLOYEES

- Lack of a transparent and objective employee evaluation system (e.g. frequent changes, does not take into account mobility, type of competences, certificates, various career paths, non-scientific activities, and keeps employees scientifically ineffective).
- Lack of a transparent recruitment system (e.g. prolonged procedures, excessive number of applications to the Rector, arbitrary employment rules, imprecise evaluation criteria, favoring non-substantive criteria).
- Lack of didactic, scientific and social preparation offered to students and doctoral students.
- Unreliable student surveys regarding the teaching activities of employees.
- No graduate hiring program.
- No career path for technical employees.

3. PROFESSIONAL DEVELOPMENT AND WORKING CONDITIONS

- Lack of professional career counseling/mentoring for employees at various stages of their scientific careers, students and doctoral students.

- Lack of training or information about training and the need to expand the offer for both employees and doctoral students (not very diverse, often limited places and short registration time).
- No funding for courses and training for doctoral students organized by external institutions.
- Lack of a transparent system of financial incentives, based on clear procedures and adapted to each level of the academic community (applies in particular to publishing achievements, popularization and commercialization of research results, but also raising non-academic qualifications or conducting classes in a foreign language).
- No central information flow management system (e.g. multiple filling in of the same form, no efficient electronic communication between employees and the central administration, no electronic signature).
- The problem of shifting administrative duties belonging to the central administration onto academic teachers.
- Insufficient help from the university administration in preparing grant applications (no real support) and in running projects in general.
- Lack of knowledge about the equipment (laboratory, computer and visual equipment) located in the units and not very clear rules for making it available (especially for young researchers).
- Problems with purchasing reagents, equipment, etc. (long procurement procedures, administrative bureaucracy).
- No real anti-mobbing activities and gender equalization at the University of Gdańsk (e.g. training, reporting protection policy, impartial support).
- Too little recognition of the unit with competences and the causative power necessary to help in resolving conflict situations.
- Inefficient use of mailing (it happens that information is not sent this way at all or it is sent from several different addresses [repeated], no newsletter about new competitions, trainings, etc.).
- Lack of a person dedicated to managing the UG website and the Knowledge Base in the IT center, a general problem in contacts with IT specialists.
- No career development opportunities for PhD holders.
- No financing program for teaching activities.
- Problems in communication between employees, doctoral students, students who do not speak Polish and the administration – lack of English-speaking people in key departments dealing with formal/official matters and official translations of documents.
- No employee portal and no mailing (including notices, ordinances) in English.
- Omitting foreign-speaking employees in the training offer.
- No Polish language courses for foreign-speaking employees.
- The need for a "support desk" solution for foreign-speaking employees.
- Lack of linguistic support in activities related to international cooperation, publishing in international magazines (e.g. translations and linguistic proofreading of publications, agreements).
- Lack of support in activities related to international cooperation (e.g. excessive bureaucracy in concluding inter-university agreements, insufficient visibility of international achievements of researchers on websites).

- Insufficient preparation of employees to become a head of the office and insufficient influence of units' employees on choosing person for this position.
- Need to establish a unit or expert to advise on the bioethical consent applications.
- Need for greater interdisciplinary collaboration.
- Limited access to sports facilities (swimming pool, gym, sports hall) on campus.
- Not enough places to eat a healthy meal (no university canteen).
- Insufficient social package (e.g. sports cards).
- Difficult access to vaccinations (does not include doctoral students and administrative staff).

Appropriate actions considering the needs indicated in the analysis will be introduced to the Action Plan for 2021-2022 from the central level. Additionally, all groups participating in the process will propose activities that will be implemented at the unit level.

PREPARED BY: Agata Głombiowska, Science Office, University of Gdańsk