



### **Partial report – task 2.1**

Addition to the document "Principles of the HR Policy of the University of Gdańsk in relation to academic professors" (annex to the by-law of the Rector 118/R/15) of the clauses stressing the need to apply the ECN recommendations in the field of employee recruitment, such as detailed descriptions of the required knowledge and qualifications of candidates, as well as prospects of professional development in the announcements, application of a good practice of informing candidates about the results of recruitment with justification and an indication of strengths and weaknesses of their applications.

Responsible unit – Rector, Vice-Rectors.

On 22<sup>nd</sup> of November 2016, by the by-law of the Rector of the University of Gdańsk No. 117/R/16 the Commission for the development of the University's people solution policy was appointed, whose task was to improve the University's people solution policy. The chairman of the Committee was prof. Jerzy Błażejowski – currently Rector's adviser, long-term chairman of the Main Council of Science and Higher Education, dean. The Commission also included former Rectors, current Vice-Rectors, Deans as well as representatives of university general units and administration.

The task of the Commission was to develop, by 28<sup>th</sup> of February 2017, the people solution policy of the University of Gdańsk regarding academic professors and administrative staff. The Commission fulfilled its task, however, due to the ongoing legislative process of the new Law on Science and Higher Education in Poland – the University's authorities decided to suspend the issue of this document.

Therefore, some major changes were introduced to the Statute of the University of Gdańsk on an ad-hoc basis. By by-law of the Senate of the University of Gdańsk No. 6/17 dated 20<sup>th</sup> of March 2017 regarding the amendment to the Statute of the University of Gdańsk, a clause (§ 4 item 5) was added as follows: "University, carrying out the mission specified in item 3, applies to the principles of HR Excellence in Research, defined in the "European Charter for Researchers" and "Code of Conduct for the Recruitment of Researchers." In addition, the clauses on the employment of academic professors at particular positions were made more specific (§§ 77-84). The Senate justified the change of regulations with the need to specify and increase the requirements for candidates for these positions.

The clause (§ 85 item 1) regarding the establishment of an employment relationship: "Establishment of an employment relationship with an academic professor takes place on the basis of appointment or



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contract of employment” was expanded. On the basis of appointment, only an academic professor holding the academic title of professor is employed. Employment based on appointment is full-time employment. Recruitment of academic professors takes place with reference to the principles of the people solution policy of the University and taking into account the principles set out in the "European Charter for Researchers" and "Code of Conduct for the Recruitment of Researchers".

The clauses regarding the additional employment of academic professors (§ 86) were also changed and the clauses regarding the procedure of calls (§ 91) were made more specific.