

REPORT 2023

MONITORING OF THE RECRUITMENT PROCESS OF UG ACADEMIC TEACHERS

In accordance with the implemented recommendations of the Commission for the European Charter for Researchers – amended by Rector's Regulation No. 2/R/21 to the Commission for the implementation and monitoring of the HR Excellence in Research Strategy at the University of Gdańsk – monitoring of the recruitment process of academic teachers at the University of Gdańsk was carried out in the period from January until December 2022.

Control of the recruitment process is also an element of the established Action Plan in accordance with the HR Excellence in Research Strategy and will be continued in the upcoming years.

The collected data allow to conclude that competitions are carried out in accordance with the rules introduced by the current Regulation No. 111/R/19 of the Rector of the University of Gdańsk of 10 December 2019 on announcing competitions for the position of academic teachers at the University of Gdańsk.

In order to organize the control process, there was created a template which was then sent out to the following faculties and units at 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)
- International Centre for Theory of Quantum Technologies (ICTQT)

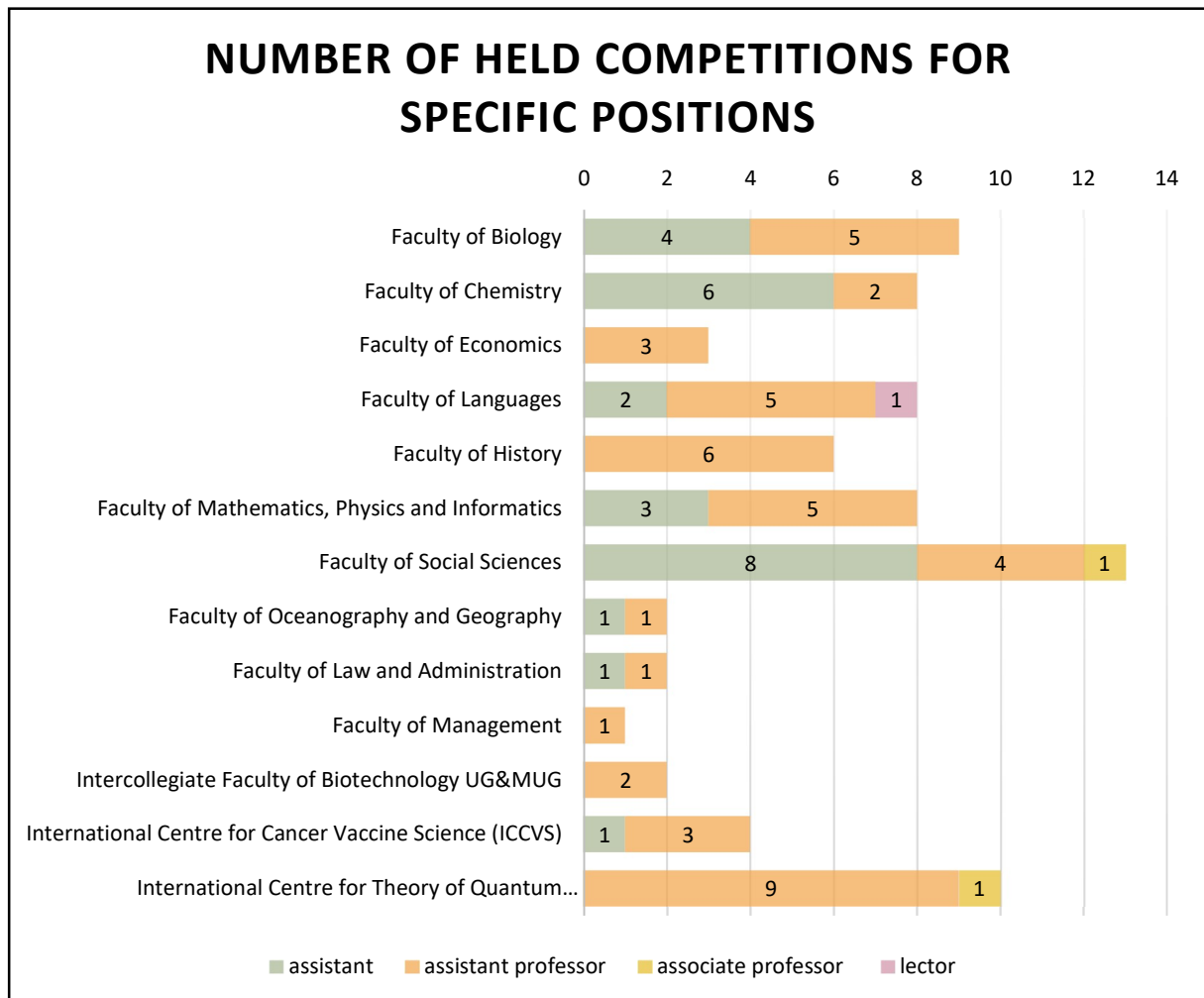
The results of the control are presented in the report broken down by the number of competitions, conducted interviews, internationalization and gender.

NUMBER OF COMPETITIONS

During the above-mentioned period, a total of 76 competitions were conducted, including 26 for the position of assistant, 47 for assistant professor, 2 for associate professor and 1 for lector. This is ¼ less than in the previous year when 103 competitions were conducted (38 for the position of an assistant, 63 for an assistant professor, and 2 for an associate professor). Competitions for positions of professor, senior lecturer and lecturer were not held.

Most competitions took place at the Faculty of Social Sciences (13), International Centre for Theory of Quantum Technologies (10) and Faculty of Biology (9).

Still there were single situations where no candidate entered a given competition or the competition has not been resolved.

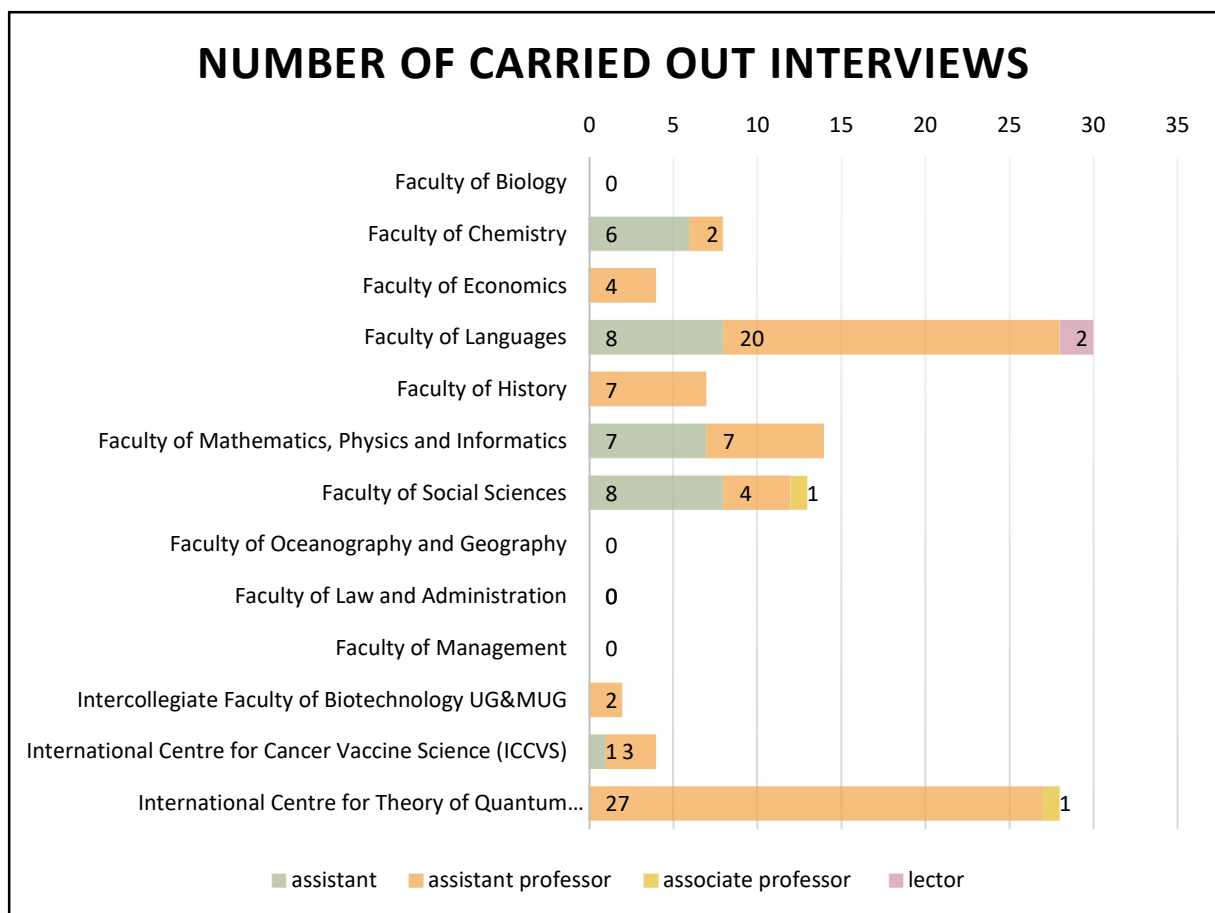


NUMBER OF INTERVIEWS

A total of 110 interviews were conducted during mentioned period.

In terms of the number of interviews conducted, the Faculty of Languages (30) and the International Centre for Theory of Quantum Technologies (28) definitely stand out among UG units.

It is concerning that some faculties do not hold any interviews. This applies in particular to the Faculty of Biology and the Faculty of Oceanography and Geography, where, since the recruitment process monitoring was introduced, not a single interview with candidates has been recorded. The Deans of the indicated Faculties were informed about this fact and asked to comment on the monitoring results.



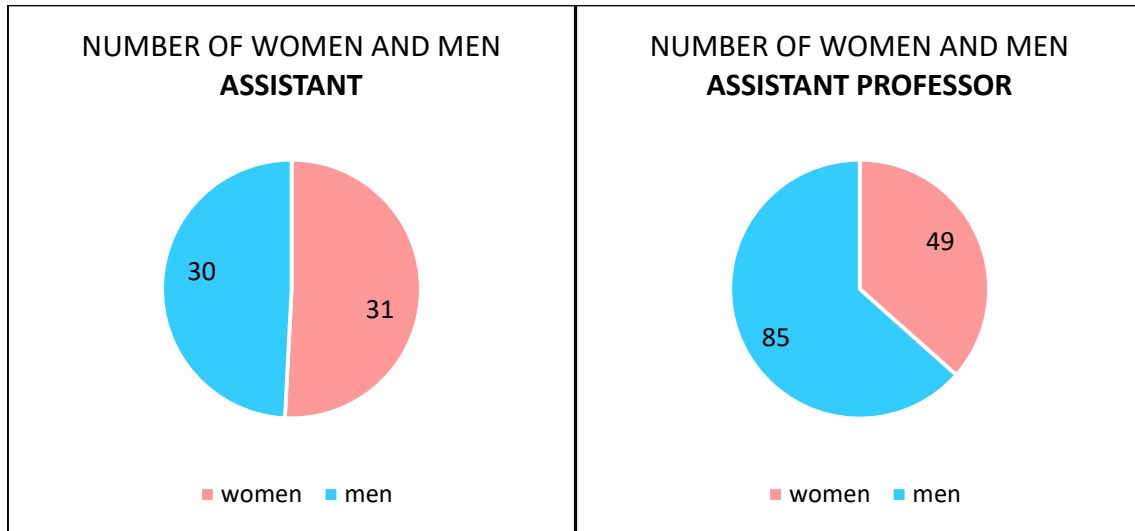
NUMBER OF CANDIDATES BROKEN DOWN BY GENDER

In 2022, there were large differences between the number of women and men candidates, as shown in the table below. However, it should be remembered that the number of candidates for particular positions, broken down by gender, is often related to the specific character of a scientific discipline.

The largest differences were recorded at the Faculty of Chemistry, Faculty of Languages, Faculty of History, Faculty of Mathematics, Physics and Informatics and the International Centre for Theory of Quantum Technologies.

No.	Unit	Number of candidates for particular positions broken down by gender							
		assistant		assistant professor		associate professor		lector	
		W	M	W	M	W	M	W	M
1	Faculty of Biology	3	2	3	2				
2	Faculty of Chemistry	4	11	2	3				
3	Faculty of Economics			3	3				
4	Faculty of Languages	8	0	15	5			2	0
5	Faculty of History			6	12				
6	Faculty of Mathematics, Physics and Informatics	0	7	2	4				
7	Faculty of Social Sciences	14	4	5	2	0	1		
8	Faculty of Oceanography and Geography	0	0	0	1				
9	Faculty of Law and Administration	2	5	1	0				
10	Faculty of Management			0	1				
11	Intercollegiate Faculty of Biotechnology UG&MUG			1	2				
12	International Centre for Cancer Vaccine Science (ICCVS)	0	1	2	5				
13	International Centre for Theory of Quantum Technologies (ICTQT)			9	45	0	1		
TOTAL		31	30	49	85	0	2	2	0

In total at all units of the University of Gdańsk 31 women and 30 men applied for a position of an assistant. In the case of the competition for assistant professor, a total of 49 women and 85 men applied.



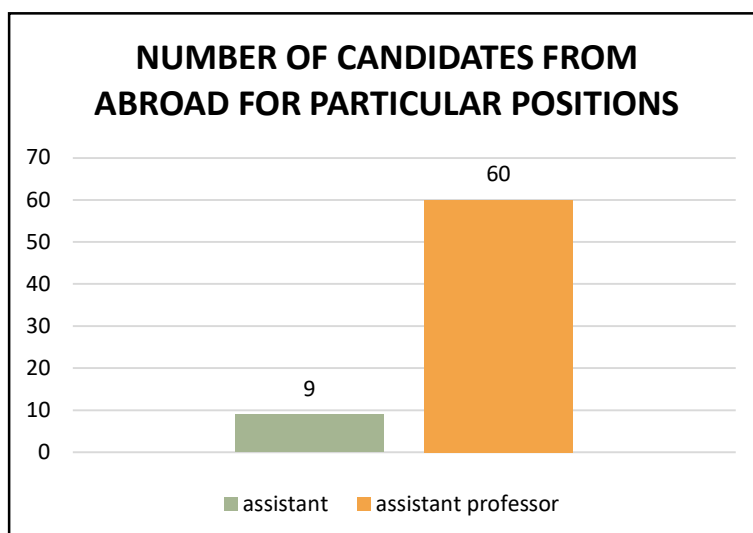
In the monitored period, there were also 2 competitions for the position of associate professor for which 1 men applied and 1 competition for lector, for which 2 women applied.

NUMBER OF CANDIDATES FROM ABROAD

In 2022, candidates from abroad took part in competitions announced at the following units: Faculty of Chemistry (11 people), Faculty of Mathematics, Physics and Informatics (1 person), Faculty of Management (1 person), International Centre for Cancer Vaccine Science (8 people), International Centre for Theory of Quantum Technologies (48 people).

Unit	Number of candidates from abroad for particular positions	
	assistant	assistant professor
Faculty of Chemistry	8	3
Faculty of Mathematics, Physics and Informatics	0	1
Faculty of Management		1
International Centre for Cancer Vaccine Science (ICCVS)	1	7
International Centre for Theory of Quantum Technologies (ICTQT)		48
TOTAL	9	60

The largest number of candidates from abroad took part in competitions announced at the International Centre for Theory of Quantum Technologies (almost 70% of all candidates) and the vast majority of these candidates applied for the position of assistant professor.



The remaining units record no applications of candidates from abroad.

INFORMATION ON COMPETITIONS

In terms of communication between the university and a potential candidate regarding the announcement of competitions and candidate regarding information about the results, OTM-R recommendations are applied in all units of the University of Gdańsk, i.e. openness and transparency of the recruitment process at each stage.

Pursuant to the statutory requirement, dissemination takes place primarily by announcing competitions on the websites of BIP, Ministry of Education and Science or Euraxess. Individual faculty websites are also used. Faculties do not advertise competitions on other recruitment portals.

On the other hand, information about competitions organized by two research agendas (ICCVS and ICTQT) is disseminated in a particularly diverse manner, which mainly use the Euraxess portal, but also e.g. own websites, NCN, FNP and social media.

All candidates are informed about the results at every stage of the recruitment process. This information is provided mainly in writing (email, letter), less often by phone, in one case also via the website and in person.

The report will be presented to the Commission for the implementation and monitoring of the HR Excellence in Research Strategy at the University of Gdańsk and will be the basis for the preparation of OTM-R (Open Transparent Merit-Recruitment) activities included in the Action Plan 2023-2025.

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