

## REPORT 2026

# 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 Senate's Ordinance No. 41/24 to the Senate Committee on Academic Staff – monitoring of the recruitment process of academic teachers at the University of Gdańsk was carried out in the period from January until December 2025.

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. 70/R/25 of the Rector of the University of Gdańsk of 8 May 2025 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 UG:

- 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.

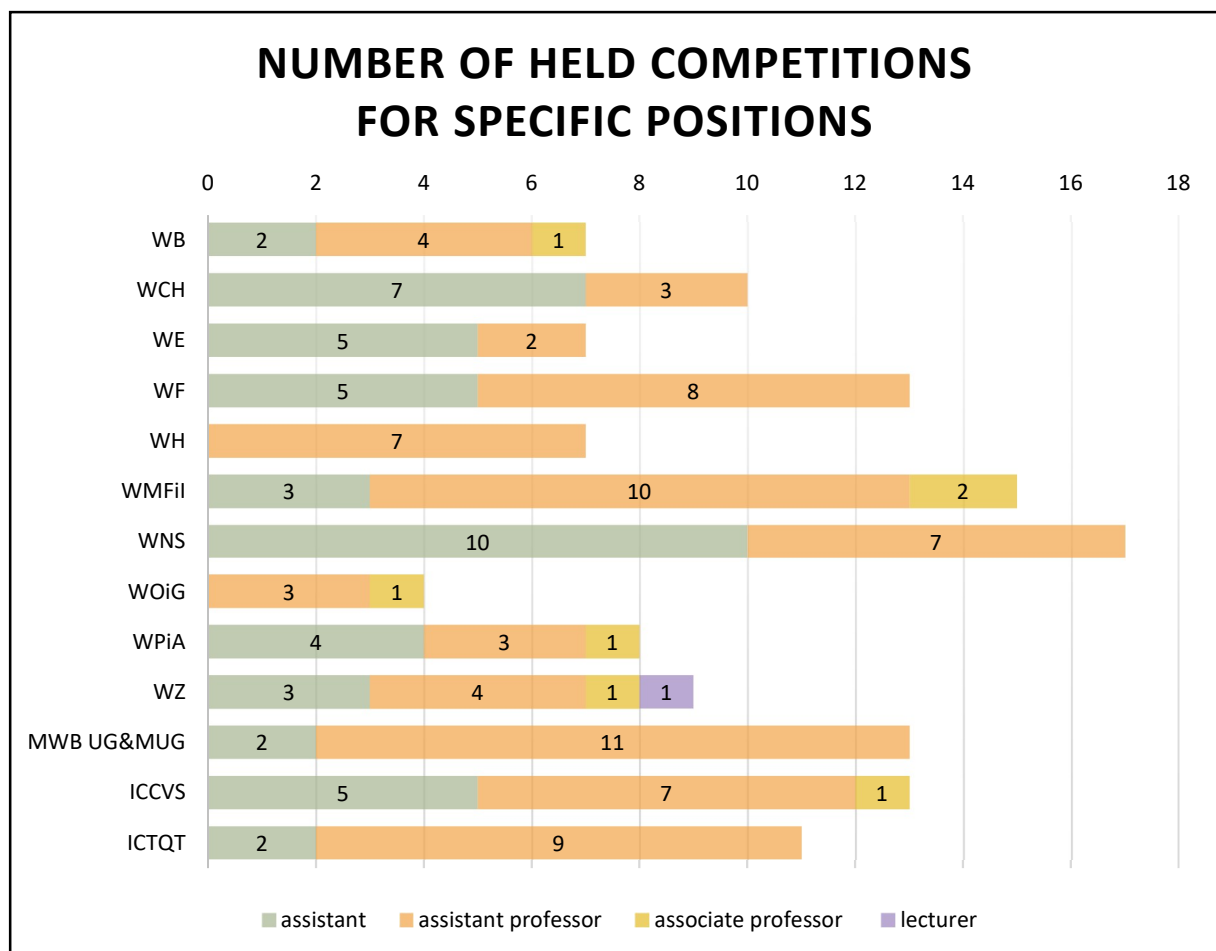
## NUMBER OF COMPETITIONS

In the analysed period, a total of 134 competitions were held, including 48 for the position of assistant, 78 for the position of assistant professor, 7 for associated professor and 1 for lecturer. Compared to the previous year, when 125 competitions were recorded, this means an increase of 9 recruitment procedures.

However, no competitions were announced for the positions of full professor, senior lecturer or lector.

The most active units in terms of recruitment were the Faculty of Social Sciences (17) and Faculty of Mathematics, Physics and Informatics (15)

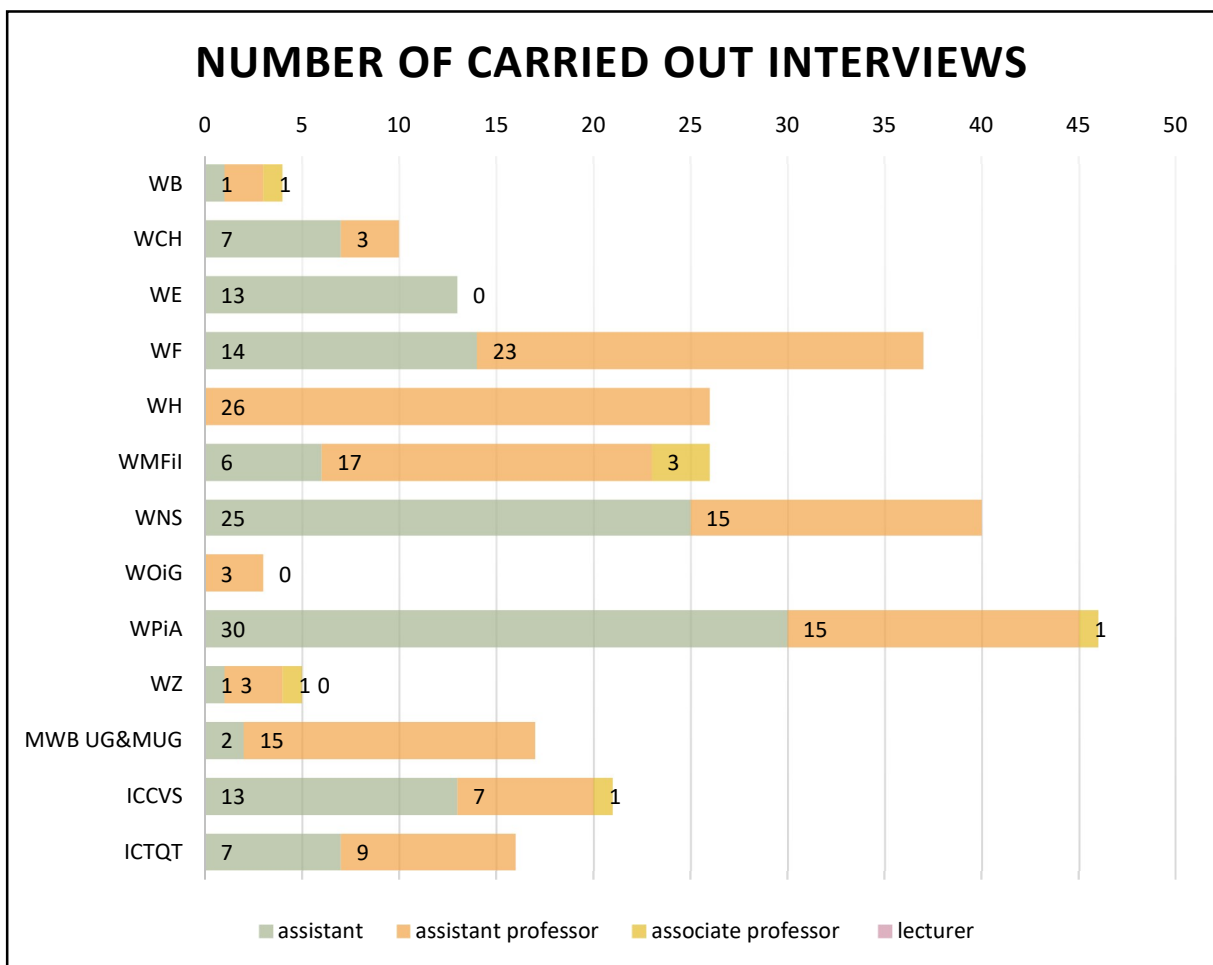
It is worth noting that some of the procedures were conducted as part of projects financed from national and international sources.



## NUMBER OF INTERVIEWS

In the analysed period, a total of 264 interviews were conducted. In terms of the number of interviews, as in previous years, two units of the University of Gdańsk stood out: the Faculty of Languages (37 interviews) and the Faculty of Social Sciences (40 interviews), now joined by the Faculty of Law and Administration with the highest number of 46 interviews.

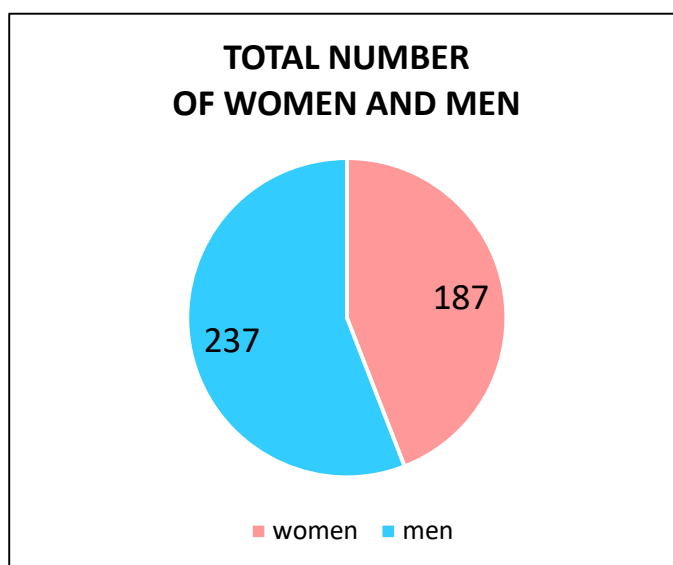
The continuing upward trend is worth noting – the number of interviews is systematically growing, and importantly, they are conducted as part of each competition, regardless of the unit. This is a good practice that has been effectively implemented and developed, among others, thanks to the actions of the Commission.



## NUMBER OF CANDIDATES BROKEN DOWN BY GENDER

In 2025, there were big differences in the number of men and women candidates, as illustrated in the table below. A total of 187 women and 237 men took part in the competitions. Differences occurred in almost every unit. It is worth emphasizing, however, that the gender distribution among applicants for individual positions is often closely related to the specificity of the represented scientific discipline.

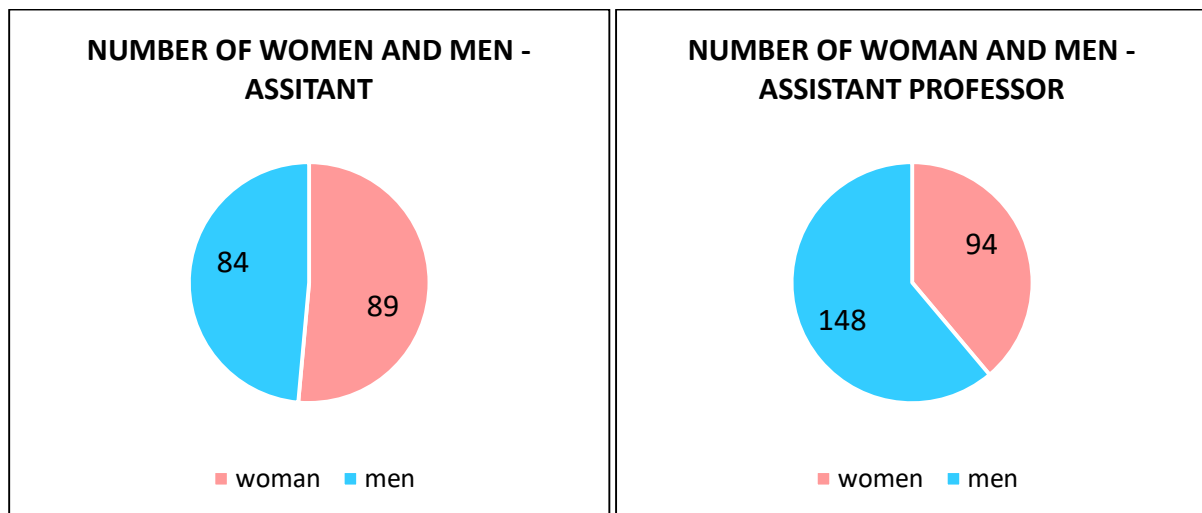
No.	Unit	Number of candidates for particular positions broken down by gender							
		assistant		assistant professor		associate professor		lecturer	
		W	M	W	M	W	M	W	M
1	Faculty of Biology	3	1	3	1	1	0		
2	Faculty of Chemistry	12	12	4	11				
3	Faculty of Economics	6	7	1	4				
4	Faculty of Languages	12	2	19	4				
5	Faculty of History			14	12				
6	Faculty of Mathematics, Physics and Informatics	1	5	4	38	1	2		
7	Faculty of Social Sciences	20	5	10	5				
8	Faculty of Oceanography and Geography			3	3	1	1		
9	Faculty of Law and Administration	19	17	7	8	0	1		
10	Faculty of Management	0	1	1	4	1	0	0	0
11	Intercollegiate Faculty of Biotechnology UG&MUG	6	5	19	7				
12	International Centre for Cancer Vaccine Science (ICCVS)	7	22	8	19	0	1		
13	International Centre for Theory of Quantum Technologies (ICTQT)	3	7	1	32				
<b>SUM</b>		<b>89</b>	<b>84</b>	<b>94</b>	<b>148</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>0</b>



In total, in the case of the competition for assistant in all UG units, a total of 89 women and 84 men applied. However, in the case of the competition for assistant professor, there were 94 women and as many as 148 men, which is a huge change compared to last year, when there was an almost perfect gender balance.

4 women and 5 men applied for the associate professor position. No one applied for the lecturer position.

The International Centre for Cancer Vaccine Science, the Faculty of Mathematics, Physics and Informatics and the Faculty of Law and Administration attracted the largest number of candidates.

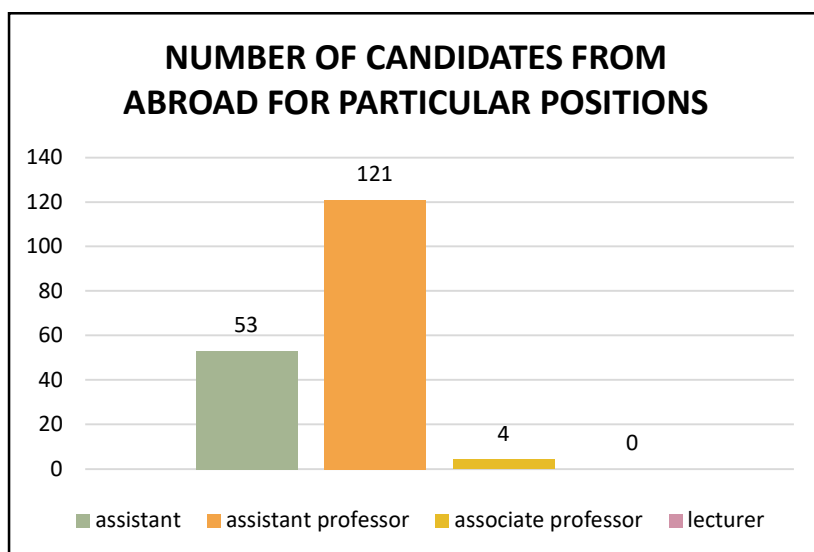


## NUMBER OF CANDIDATES FROM ABROAD

In 2025, we reached a record number of international candidates since monitoring of recruitment began. The most popular position was the assistant professor with a total of 121 applicants.

Among all units the most applicants were from the International Centre for Cancer Vaccine Science (43), International Centre for the Theory of Quantum Technologies (41) and the Faculty of Mathematics, Physics and Informatics (39).

No.	Unit	Number of candidates for particular positions from abroad			
		assistant	assistant professor	associate professor	lecturer
1	Faculty of Biology	0	0	0	
2	Faculty of Chemistry	13	11		
3	Faculty of Economics	1	0		
4	Faculty of Languages	0	1		
5	Faculty of History		0		
6	Faculty of Mathematics, Physics and Informatics	0	37	2	
7	Faculty of Social Sciences	0	1		
8	Faculty of Oceanography and Geography		3	2	
9	Faculty of Law and Administration	2	0	0	
10	Faculty of Management	0	0	0	
11	Intercollegiate Faculty of Biotechnology UG&MUG	8	13		
12	International Centre for Cancer Vaccine Science (ICCVS)	20	23	0	
13	International Centre for Theory of Quantum Technologies (ICTQT)	9	32		
<b>SUM</b>		<b>53</b>	<b>121</b>	<b>4</b>	<b>0</b>



## INFORMATION ON COMPETITIONS

Communication with candidates at all stages of the competition is carried out in accordance with the recommendations regarding OTM-R, i.e., openness and transparency of the recruitment process.

Pursuant to the statutory requirement, the basic channel for disseminating information about competitions remains the BIP and ministry websites. In 2025, announcements were also published on the Euraxess (WE, WNS, WPiA, ICCVS), as well as on the websites of individual units (WE, ICCVS, ICTQT).

Units such as ICCVS and ICTQT use particularly diverse forms of dissemination, which results from participation in national and international projects that require meeting additional recruitment criteria. For this reason, their announcements also appeared on the NCN websites.

Candidates are informed about the results of the procedure at each stage – mainly via e-mail or letter, less often by phone or through publication on the website.

The report will be presented to the Senate Committee for Academic Staff at the University of Gdańsk and will constitute the basis for preparing activities in the field of OTM-R (Open Transparent Merit-Recruitment) included in the Action Plan 2023-2025.

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