

REPORT 2022

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 2021.

Control of the recruitment process is also an element of the established Action Plan 2019-2020 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)

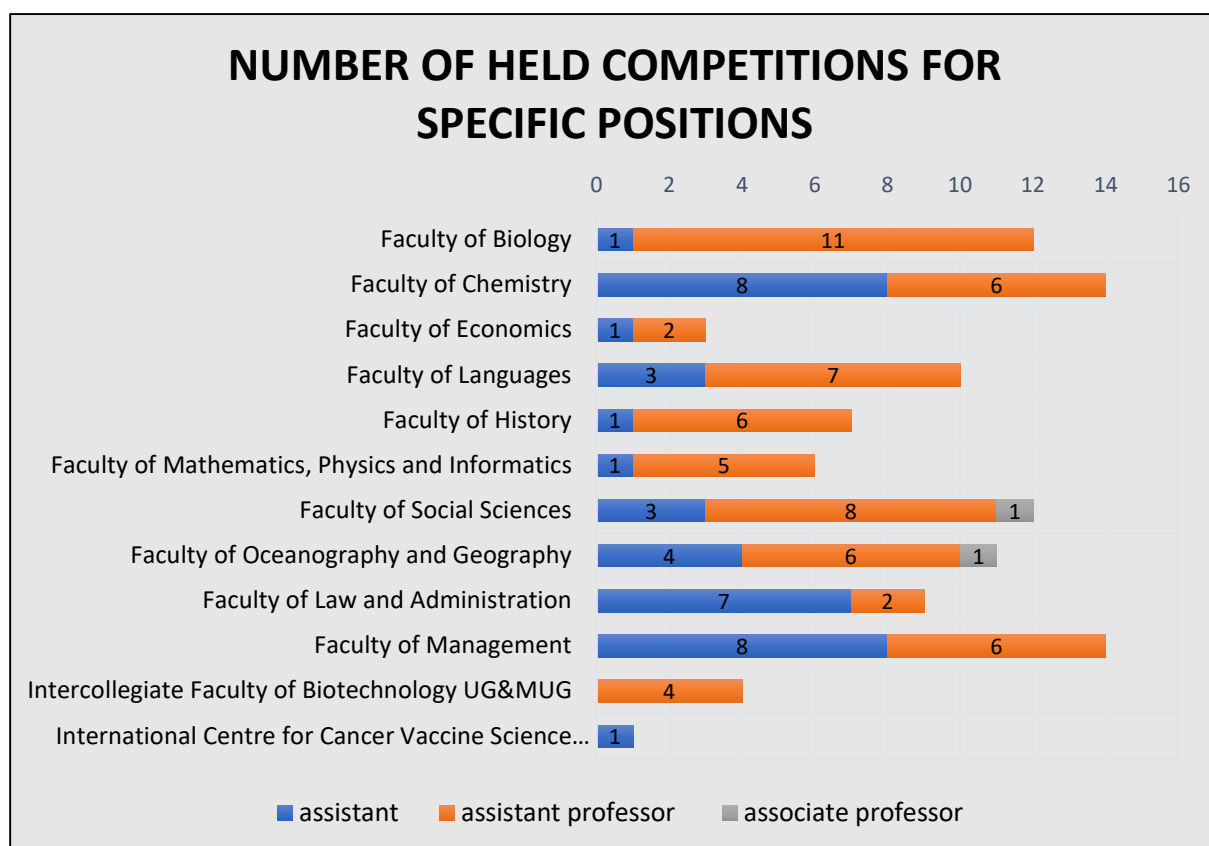
The results of the control are presented in the report broken down by the number of competitions, conducted interviews, internationalization and gender.

NUMBER OF COMPETITIONS

During the above-mentioned period, a total of 103 competitions were conducted, including 38 for the position of assistant, 63 for assistant professor and 2 for associate professor. This is more than in comparison to the previous year when 67 competitions were conducted (31 for the position of an assistant, 33 for an assistant professor, and 3 for an associate professor). Once again competitions for positions of professor, senior lecturer, lecturer and lector were not held.

The number of competitions held in individual units varies. In a few cases there were situations where no candidate entered a given competition or the competition has not been resolved.

Most competitions took place at the Faculty of Chemistry (14) and the Faculty of Management (14).



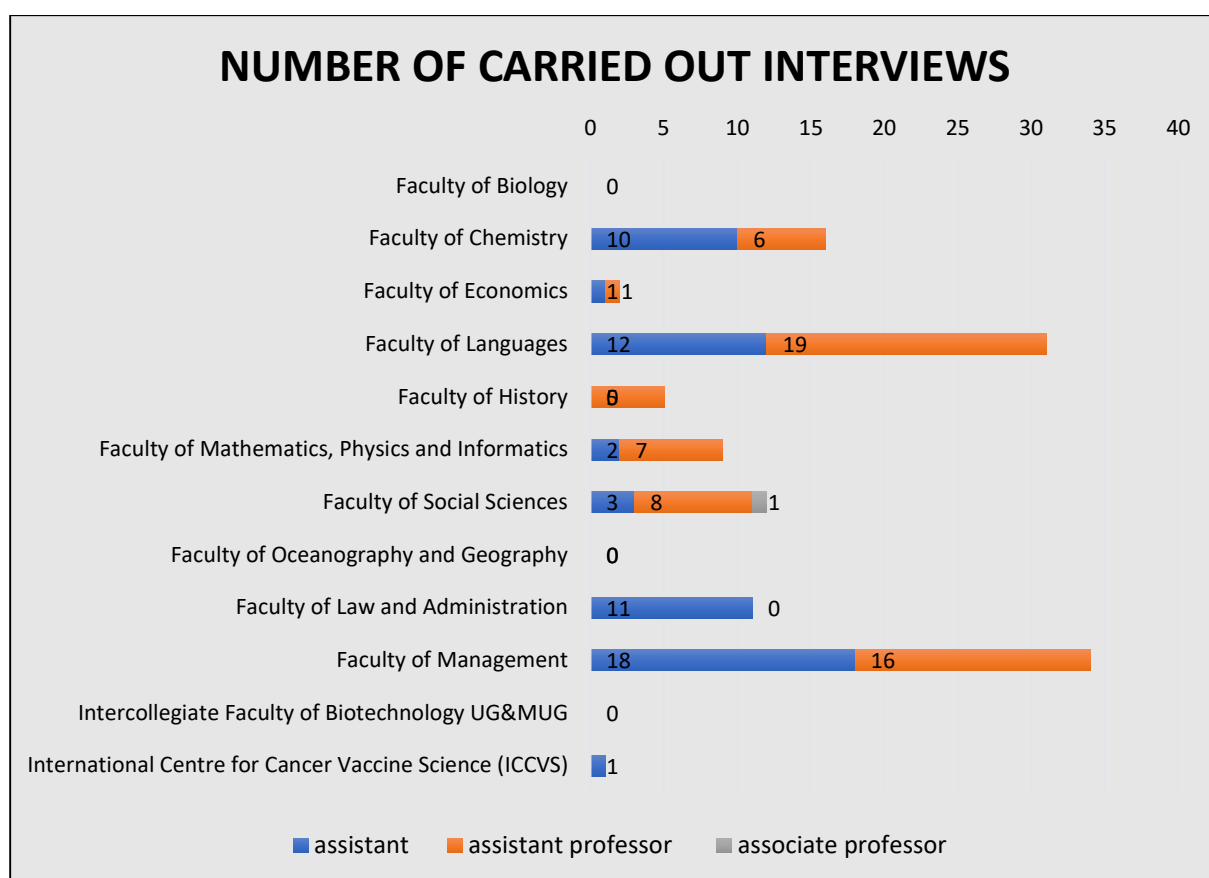
NUMBER OF INTERVIEWS

A total of 121 interviews were conducted during mentioned period.

In terms of the biggest number of carried out interviews, Faculty of Management (34) and Faculty of Languages (31) stand out among the UG units.

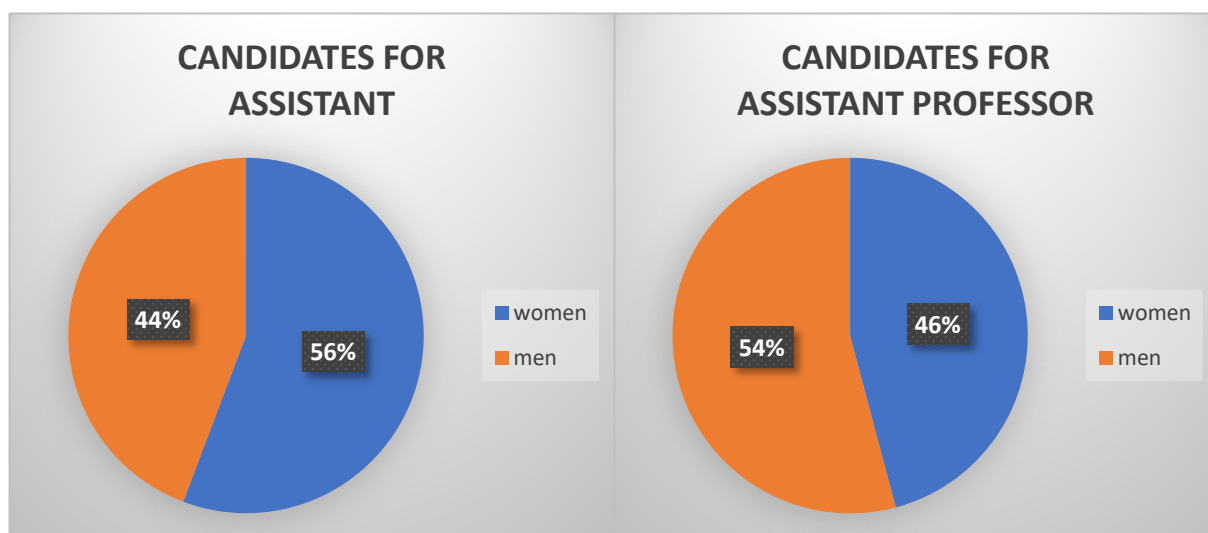
However, it is concerning that at the Faculty of Biology, Faculty of Oceanography and Geography and Intercollegiate Faculty of Biotechnology UG&MUG there were no interviews with the candidate(s) in any case.

The number of interviews also includes multi-stage competitions – hence the data on the number of interviews is sometimes higher than the number of competitions conducted.



NUMBER OF CANDIDATES BROKEN DOWN BY GENDER

Invariably, the number of candidates for particular positions broken down by gender is very similar and often related to the specific character of a scientific discipline. The difference in the percentage distribution has practically not changed compared to the recruitment in 2020. In the case of the competition for assistant in all UG units a total of 63 women and 50 men applied. While in the case of the competition for assistant professor it was a total of 50 women and 59 men.



In the monitored period, there were only 2 competitions for the position of associate professor for which 2 candidates entered – 1 woman and 1 man.

NUMBER OF CANDIDATES FROM ABROAD

In 2021, the largest number of candidates from abroad took part in competitions announced at the Faculty of Chemistry (29 people). They account for more than a half of the number of candidates in all other competitions, as in all UG units the number of candidates from abroad was 52 (including 34 for the position of assistant and 17 for the position of assistant professor).

The remaining units record single applications or the complete absence of them (5 units).

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. The competitions are not advertised on other recruitment portals.

A positive change compared to last year is that all candidates are informed about the results at every stage of the recruitment process. There was no case of informing only the selected candidate, excluding the other persons participating in the competition. Information on the results is provided mainly in writing (e-mail, letter), by phone and also via the website.

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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