

REPORT 2021

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 April until December 2020.

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)

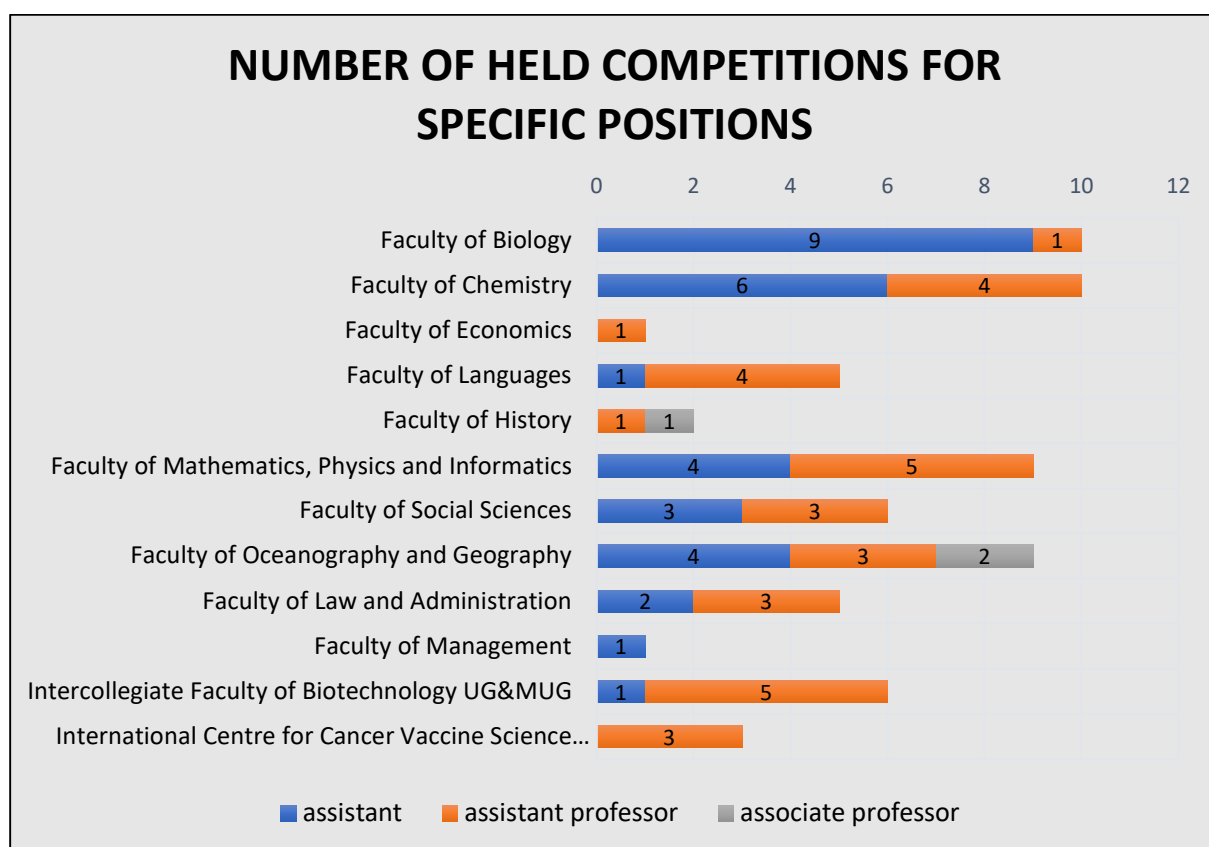
The results of the control are presented in the report broken down by the number of competitions, conducted interviews, internationalization and gender.

NUMBER OF COMPETITIONS

During the above-mentioned period, a total of 67 competitions were conducted, including 31 for the position of assistant, 33 for assistant professor and 3 for associate professor. 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 In a few cases there were situations where no candidate entered a given competition or their applications were withdrawn.

The situation related to the SARS-CoV-2 pandemic also had an impact on the number of competitions.

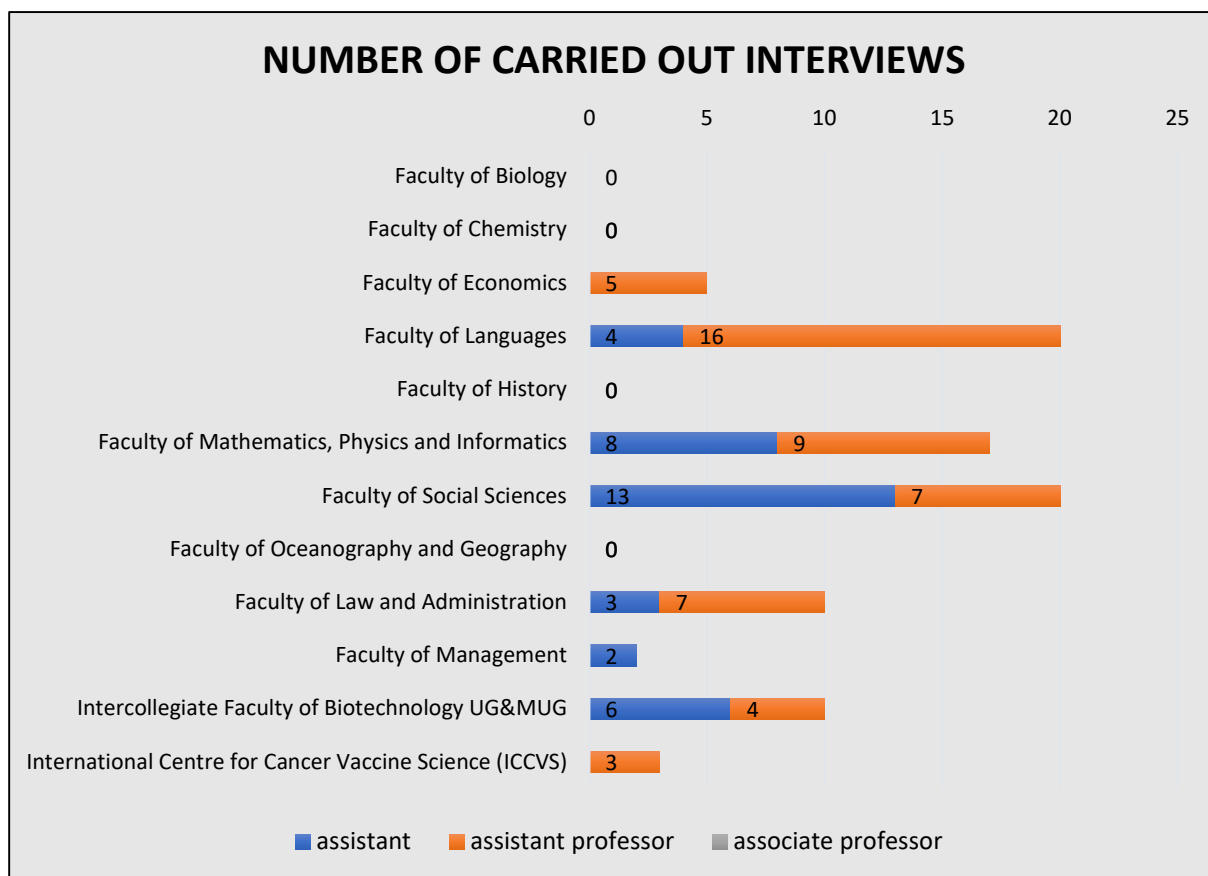


NUMBER OF INTERVIEWS

A total of 87 interviews were conducted during mentioned period.

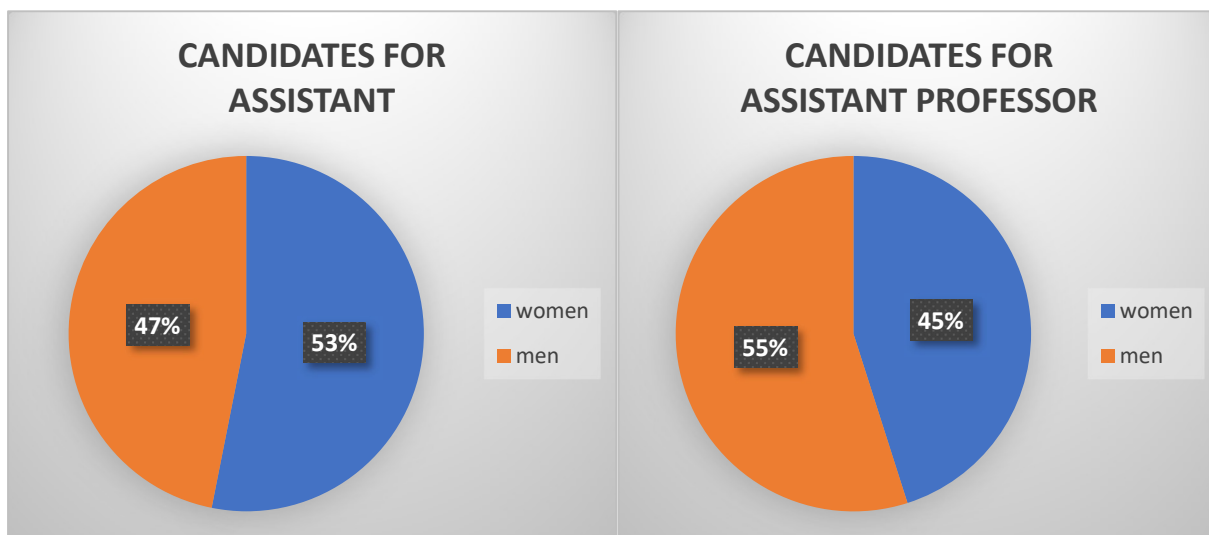
In terms of the biggest number of carried out interviews Faculty of Social Sciences, Faculty of Languages and Faculty of Mathematics, Physics and Informatics, stand out among the UG units. However, it is concerning that at the Faculty of Chemistry and Biology, despite conducting 10 competitions, there were no interviews with the candidate(s) in any case.

The number of interviews is primarily influenced by the multi-stage nature of competitions, the number of candidates for individual positions, the specific character of the position, and this year also the situation related to the SARS-CoV-2 pandemic.



NUMBER OF CANDIDATES BROKEN DOWN BY GENDER

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. In the case of the competition for assistant in all UG units a total of 51 women and 45 men applied. However, in the case of the competition for assistant professor it was a total of 69 women and 84 men.



Referring to the Women in Science Report, an important issue in terms of the candidates' gender are competitions for higher positions (associate professor, professor). In the monitored period, there were only 3 competitions for the position of associate professor and this sample is too small to assess the trend. It is certainly an element worth further monitoring.

NUMBER OF CANDIDATES FROM ABROAD

As expected, the largest number of candidates from abroad took part in competitions announced at the Intercollegiate Faculty of Biotechnology UG&MUG and the International Centre for Cancer Vaccine Science (ICCVS), which closely cooperate with international research centers.

In total, in all UG units the number of candidates from abroad was 94 people (including 29 for the position of assistant and 65 for the position of assistant professor). In the case of IFB, the number of these candidates was 39, and in the case of ICCVS 25. In both cases, this number exceeded the number of candidates of Polish origin.

It is worth mentioning that IFB and ICCVS also stand out in terms of the ratio of the number of candidates from abroad to the number of competitions held, as only 6 of them were held in the first unit, and 3 in the second.

In addition, the Faculty of Chemistry stands out from among the remaining units with a total of 19 candidates from abroad. The remaining units record single applications or the complete absence of them.

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.

Dissemination takes place mainly by announcing competitions on the websites of BIP, Ministry of Science and Higher Education or Euraxess – which is a statutory requirement. Individual faculty/unit websites are also used. Competitions are advertised to a small extent on other recruitment portals, including international ones. These include the websites of the National Science Center and the Foundation for Polish Science. After reporting such needs from the faculties and units of the University of Gdańsk, the Commission for HR Excellence in Research Strategy recommends assigning a person from the Human Resources Management Center of the University of Gdańsk, who will support the university units in the process of announcing competitions, primarily on international portals, as well as in the process of preparing documentation related to the employment of employees from abroad. This will allow to increase the range of offers and thus increase the internationalization of the UG staff. Such a recommendation will be adopted in the Action Plan for 2021-2022.

In most cases, 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 candidates participating in the competition. Information is provided mainly in writing (e-mail, letter) and less often by phone.

The International Centre for Cancer Vaccine Science (ICCVS) is the only one of all university units that does not communicate with candidates in a "traditional" way like others. Here the recruitment process, in addition to the generally applicable rules, is also based on the standards of the partner unit, i.e. the University of Edinburgh. ICCVS is obliged to implement the so-called "best practice" in all "soft" spheres of the entity's activity.

The recruitment process consists of two stages – thorough analysis of the application and interviews. According to the guidelines from the University of Edinburgh, in the first step applications that do not meet the requirements according to the list below are rejected.

REJECTION CRITERIA (SCORES):

- (RE) Unsuccessful, outside expertise
- (RFI) Failed to provide supporting information
- (RFR) Failed to receive favourable references
- (RIA) Incomplete application submitted
- (RN) Unsuccessful, no response
- (RNC) Qualified for programme but not competitive
- (RNQ) Not qualified for this PG programme
- (RNR) No response in time required
- (RPQ) Poor quality application
- (RQW) Qualifications held in wrong subject area
- (RRA) Unqualified – recent relevant academic study



At this stage, candidates are qualified for recruitment and only selected candidates are being contacted. However, in the second stage, i.e. during interviews, candidates who have not been qualified for the project are informed about the results by phone.

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 2021-2022.

Katarzyna Świerk, PhD

Coordinator for HR Excellence in Research