

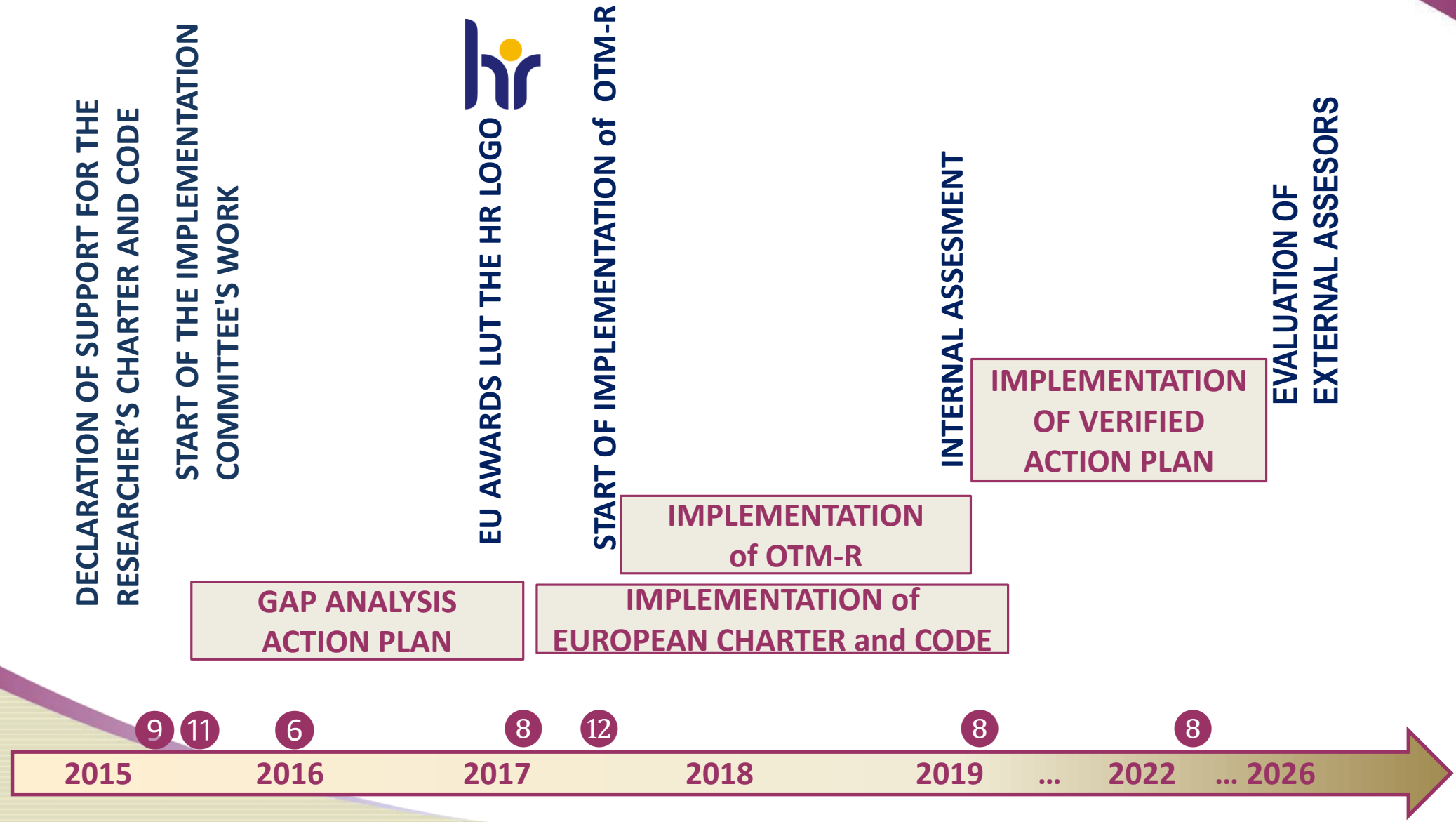
IMPLEMENTATION

of the EUROPEAN CHARTER for RESEARCHERS and the Code of Conduct for the Recruitment of Researchers at the Lublin University of Technology

August 2017 - May 2026 – presentation to senate



HR STARETGY IMPELMENTATION PROCESS



EUROPEAN CHARTER for RESEARCHERS - TIMELINE

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- ❑ **March 2017** – **Strategy submitted** to the European Commission
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- ❑ **December 2023** - Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe
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EUROPEAN CHARTER for RESEARCHERS - MILESTONES 2020-2023

- ❑ **December 2021** – Guide to recruiting research and teaching Staff in an open call procedure at the Lublin University of Technology (Rector's Ordinance No. R-133/2021 – updated OTM-R)
- ❑ **November 2022** - implementation of the **GENDER EQUALITY PLAN at the Lublin University of Technology** (Rector's Ordinance No. R-96/2022) and appointment of the Rector's Representative for Equality and the Team for implementation and monitoring of the Gender Equality Plan for the Lublin University of Technology (Rector's Ordinance No. R-97/2022)
- ❑ **March 2023** - introduction of the **Career Development Strategy of Research and Teaching Staff of the Lublin University of Technology** (Rector's Ordinance No. R-18/2023)

Implementation of verified ACTION PLAN 2020-2022/23

Initiatives OTM-R – verification - updated guideline
GEP – strategy document
Career Development Strategy – document development

Monitoring processes of implementation - audits – Rectors's
authorization,
questionnaires – researcher personal feelings

Reporting Annual reports to LUT's Senate (June)
Preparation for 2nd Internal report and new (revised) plan

2023 – 2025/2026

Law Regulations - **changes – better compliance with Charter Rules**

Succeses / achievements

- ☐ **mobility – increasing support from University**
- ☐ **better management of grant application/realisation processes**
- ☐ **internationalisation / research excellence**

Successes /achievements 2017 - 2025

Recruitment

Open policy / guideline

Equality

GEP

Mobility

Support in mobility and training

Career development

Rules /procedures / environment

Excellence in research

Support & tools

OPEN CALLS for

Assistant, Assistant Professor, and Associated Professor Positions

from: December 2021 – introduction of the UPDATED Guide for the recruitment of research and research-teaching staff carried out through a competitive procedure in Lublin University of Technology (Order No. R-133/2021) – OTM-R

TOTAL NUMBER OF CALLS = 133

CANDIDATES = 323 including **69 FOREIGN** (~ 21%);

women ~ 34% (from 3 Faculties)

Faculty	Number of competitions for assistant positions			Number of competitions for assistant professor positions			Number of competitions for associated professor positions			Total	
Faculty of Mechanical Engineering	9 competitions			5 competitions						14	
	30 persons			7 persons						37	
	Polish	Foreigner	Women	Polish	Foreigner	Women	Polish	Foreigner	Women	For.	Wom.
	18	12	4	5	2	1				14	5
Faculty of Civil Engineering and Architecture	10 competitions			4 competitions						14	
	38 persons			6 persons						44	
	Polish	Foreigner	Women	Polish	Foreigner	Women	Polish	Foreigner	Women	For.	Wom.
	34	4	23	3	3	3				7	26
Faculty of Environmental Engineering and Energy	0 competitions			1 competition						1	
	0 persons			7 persons						7	
	Polish	Foreigner	Women	Polish	Foreigner	Women	Polish	Foreigner	Women	For.	Wom.
	0	0	0	5	0	3				0	3
Faculty of Electrical Engineering and Computer Science	38 competitions			19 competitions			1 competition			58	
	65 persons			21 persons			2 persons			88	
	Polish	Foreigner	Women	Polish	Foreigner	Women	Polish	Foreigner	Women	Foreign	
	57	8		19	2		2	0		10	
Faculty of Mathematics and Information Technology	15 competitions			4 competitions			1 competition			20	
	35 persons			6 persons			2 persons			43	
	Polish	Foreigner	Women	Polish	Foreigner	Women	Polish	Foreigner	Women	Foreign	
	27	8		6	0		1	1		9	
Faculty of Management	19 competitions			5 competitions			2 competitions			26	
	76 persons			26 persons			2 persons			104	
	Polish	Foreigner	Women	Polish	Foreigner	Women	Polish	Foreigner	Women	Foreigner	
	55	21		19	7		1	1		29	

LUT's DOCTORAL SCHOOL

	MALE	Male%	MALE foreigners	FEMALE	Female %	FEMALE foreigners	Tot al
1 year	13	65 %	2	7	35%	0	20
2 year	18	62,07 %	1	11	37,93 %	0	29
3 year	10	52,63 %	1	9	47,37 %	2	19
4 year	6	50 %	0	6	50 %	1	12
Total	53	60,92 %	4	34	39,08 %	3	87

IN COUNTRY MOBILITY

Two new programmes to support researchers in their careers:

❑ „Za miedzą” (*next door*) internships

by consortium of 5 Lublin Universities (ZUL)

goals achieved: **25 beneficiaries in 3 years** (11women; 14 men)

❑ „Po sąsiedzku” (*in the neighbourhood*)

within academic network Via Carpatia – 3 Universities of Technology from cities Rzeszów – Lublin – Białystok

goals achieved: **58 beneficiaries in 3 years** (20 women; 38 men)
(R2,R3)

Main Goal – to strengthen academic cooperation

Additional aims – to help researchers in short distance in country mobility without taking leave from home university

Career Development & Excellence in Research

- ❑ Career Development Plans – to be monitored
- ❑ Excellence: suport & working environment

The ROCK Institutional Repository in Support of HR Excellence in Research

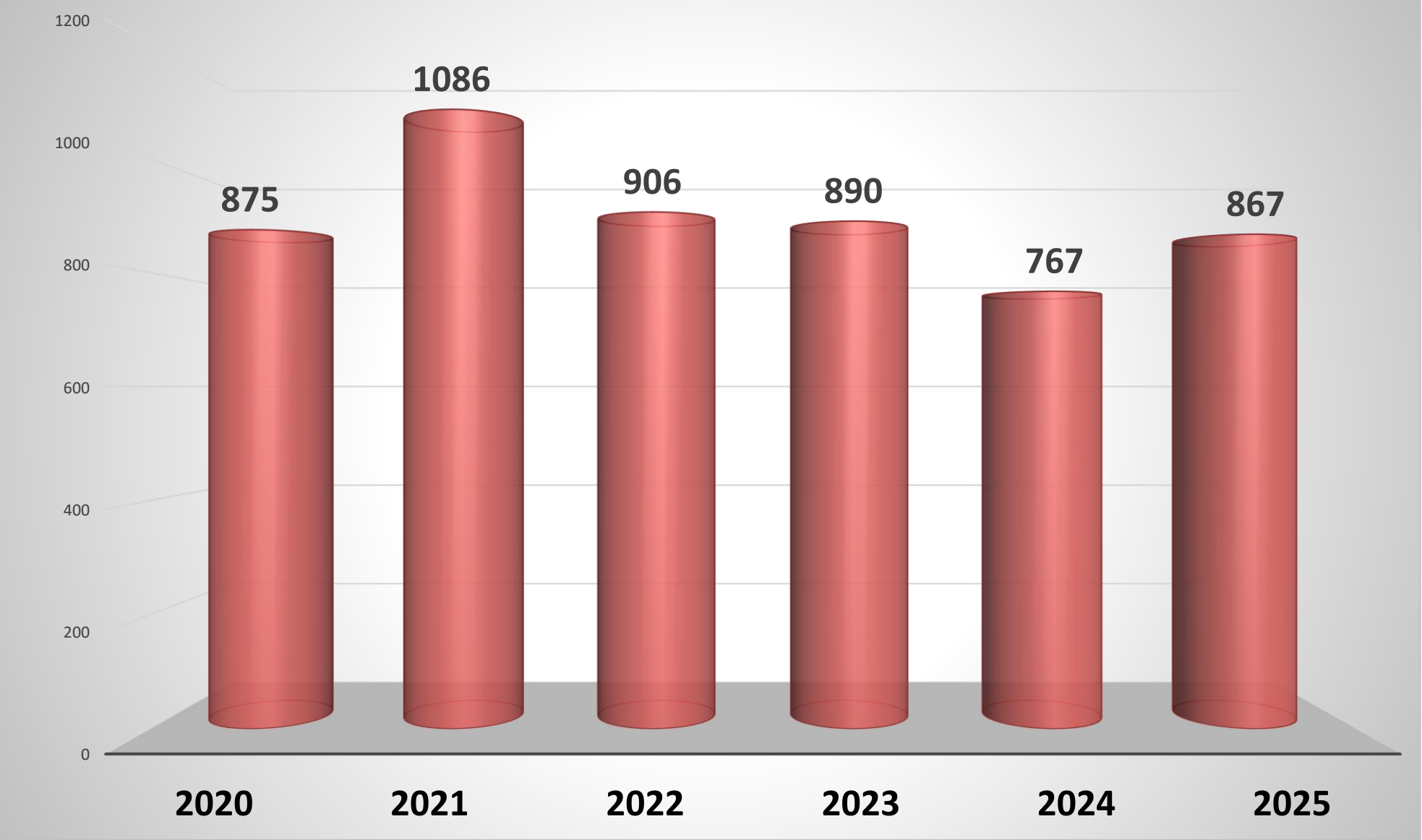
- **Supports Green Open Access** – enables the legal sharing of publications in open access, in line with publisher and funder policies,
- **Increases the visibility of the university's and researchers' output** – publications become easier to discover, cite, and promote,
- **Enhances research transparency** – supports the principles of Open Science, research integrity, and responsible management of research results,
- **Facilitates compliance with project requirements** – including Open Access, archiving, and long-term access to research results,
- **Builds the institution's academic memory** – collects and preserves the university's scholarly and science communication output, including publications, videos, interviews, and other materials, in one trusted place.

Research Profiles – from Publications to a Comprehensive Researcher's Portfolio

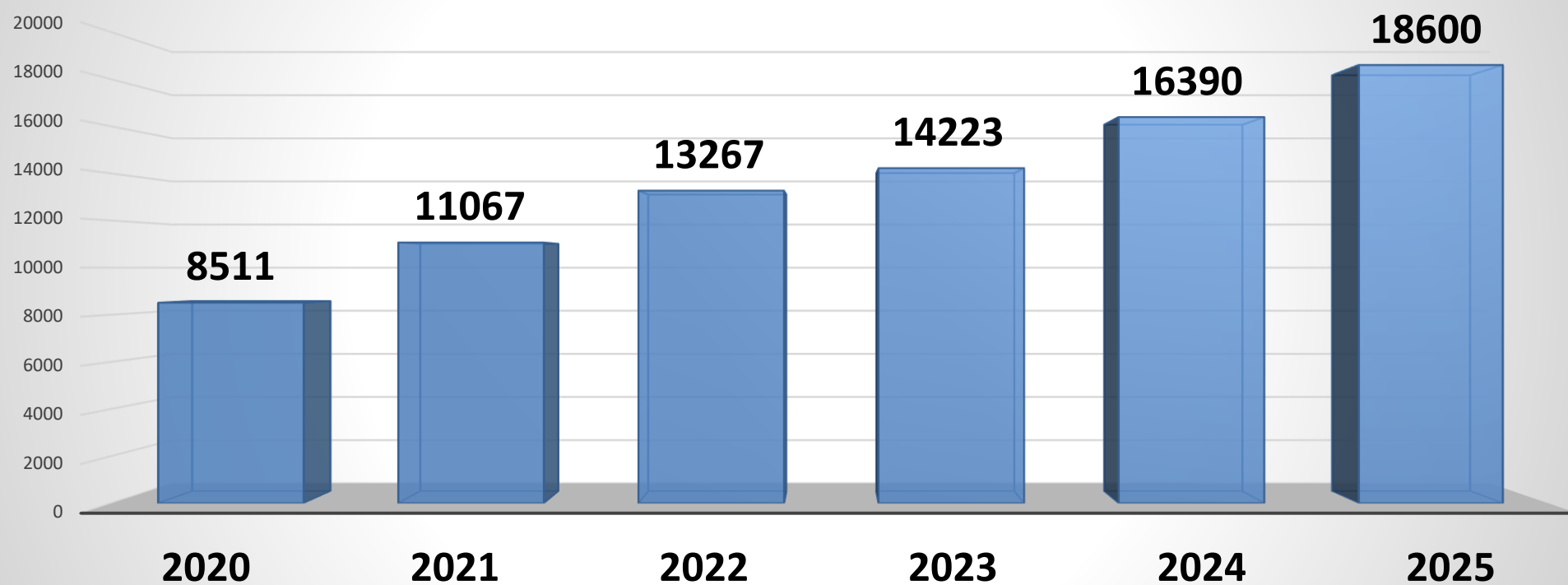
Training offer for Ph.D. students and researchers:

- **Development of Open Science competences** – depositing publications and research data in open repositories and using Open Access publishing platforms.
- **Informed copyright management** – applying open Creative Commons licenses and sharing research results safely and legally.
- **Improvement of research workflows** – training in the use of reference management tools and in organizing sources, citations, and bibliographies.
- **Strengthening ethical standards** – researcher ethics courses delivered, among others, within the Doctoral School

LUTs' publications in 2020-2025 in numbers



LUTs' citations in 2020-2025 in numbers



International Projects at LUT in 2022-2025

	EU leader	EU partner	Other*	NAWA* leader	NAWA * partner
2022	3	1	1	7	3
2023	4	4	4	5	2
2024	2	3	2	2	1
2025	4	-	2	3	3

*NAWA – Narodowa Agencja Wymiany Akademickiej (National Agency for Academic Exchange)

*Other – financed from other foreign sources

OUR BENEFITS from European Charter for Researchers

European Charter for Researchers gives us
a **SENSE OF BELONGING** to **EUROPE'S ACADEMIC COMMUNITY**;
makes us a **MORE CREDIBLE PARTNER**
in European projects and when organising international exchanges

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Renewal EC Consensus Outcome

June 8, 2026 Renewal Assessment

- pending modification

Pending modifications: The organisation broadly meets the criteria for maintaining the HR award, but the assessors have some concerns, questions, or need clarifications on specific areas of the application. **The organisation is requested to submit within two months a revised internal review taking into account the recommendations of the assessors.**

Immediate mandatory recommendations *

1. Publish as soon as possible a new action plan on the website with actions for 2026-2029, based on the recommendations below.

LUT needs some time to coordinate the new HR strategy not only for HRS4R but also for support staff. Based on the process to build a new strategy for LUT they want to include a HR strategy for the whole organization. Interviews were already held and a new survey is planned for this year.

There are already some actions presented at the site visit:

- recommendations for the career development plan;
- quality based remuneration scheme
- building bridges programme (hosting visiting researchers)
- investigating in potential programme (grants for international mobility).

Immediate mandatory recommendations *

2. Recruitment in LUT seems to reach mainly local researchers. Make a new action to expand beyond the scope of recruitment. Also, recruitment procedures should include training for the members of the selection committees (i.e non biased gender training in recruitment) and a clear explicit regulation to avoid conflict of interest between candidates and members of the selection committee.
3. Improvement in the English language to enhance the collaborations with organisations / institutions from outside Poland; The use of English in relevant documents, website, and in University day life should be increasing

Immediate mandatory recommendations *

4. The situation of women researchers at LUT is not balanced. Figures show that in some categories and faculties only 15% of women researchers are in place. A new action about promotion of discussion of this challenge is needed to make researchers aware and try new approaches for solving it. A strategy needs to be decided upon to enhance women in leadership positions
5. Include a new action to promote more the international networking of R3/R4 researchers

Immediate mandatory recommendations *

6. After interviews with researchers we have realised that the IP strategy of LUT doesn't reach easily researchers. Include a new action about promoting entrepreneurship and communicating the IP policy and rules of the University to all categories of researchers.

7. Mentoring seems to be taking place unofficially, especially for early stage researchers. An official policy for that should be in place

If you believe the organisation deserves recognition for its ambition, actions, or good practices, please elaborate below:

LUT has showed a high level of effort in implementation and organisation of the strategy. At the same time some new ideas have been raised. And the benefits of the HR excellence strategy are clear in the institution.

ECRs have in LUT good opportunities for teaching.

The career development strategy is an action that brings together the support of the organization and the goals of the individual staff member.

Recruitment is a solid procedure and it's worth mentioning that the University provides information to the unsuccessful candidates including the strengths and weaknesses of the person.

The global atmosphere of research in LUT is very good.