

LUT 's Action Plan 2026-2028

	Action	Description/sub-actions	Responsible unit /implementing units	Measures/indicator/targets	Timing	Charter 2005/2023
1	Promoting research ethics among researchers and doctoral students	Preparation of training materials for doctoral students and early-career researchers (R1/R2) on academic ethics and career development	Vice-Rector for Science / Director of Doctoral School, Head of Departments	Number of materials prepared Number of people trained	Q3 2027	2. Ethical principles / I.1. Ethics and Research Integrity
2	Developing the University's system for sharing publications and research results	Development/Creation of an internal repository for published manuscripts and those under embargo	Centre of Scientific and Technical Information	Number of new items in the repository	Q4 2027	8. Dissemination, Exploitation of Results / I.3. Open Science III.16 Dissemination and Exploitation of Results
		Training on Open Access, Open Data, and research data management Information campaigns (e.g., newsletters, websites, webinars) on the benefits of Open Science	Centre of Scientific and Technical Information	Number of information campaigns	Q4 2027	
3	Taking steps to improve promotion opportunities for women	Preparing a report on barriers (survey among staff and supervisors) to career advancement—particularly from R2 to R3—including a comparison of career paths for women and men at LUT.	GEP Implementation Team	Diagnosis report	Q2 2027	27. Gender balance / I.4. Gender Equality
		Preparing information campaign to promote achievements of female researchers ("Politechnika jest Kobietą" – University of Technology is a woman) – campaign to inspire females to study engineering and focus on research carrier	Rector's representative for equality/ Communications and Marketing Centre, deans	Number of posts	Q3 2026 - 2028	

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		Supplementing annual research activity reports with gender breakdown of researchers employed, promoted, receiving grants, participating in mobility projects etc.	Vice-Rector for Science /Scientific Research and International Cooperation Office, LUT's Projects Office	Number of promotions for women and men (Ph.D., habilitation, full professor, project coordinators, mobility)	Q3 2027 - 2028	
4	Improving quality and accessibility of information about LUT to attract researchers from outside the region, including foreigners	Updating the English version of the University's website and continuous monitoring	Communications and Marketing Centre, Office of International Education, Heads of Departments	Updated website, number of website updates per year	Q4 2026-2028	15. Transparency (code)/ I.5. Embracing Diversity
		Expanding and updating the "Welcome Point" tab with information useful for newly hired researchers	Office of International Education/ HR Department	Updated website/ number of website updates per year	Q1 2027-2028	
		Preparing information summaries for candidates and newly hired employees in English	HR Department	Number of international candidates	Q4 2026-2028	
5	Supporting the mobility of researchers and doctoral students & international networking	Supporting publications by international teams (co-funded as open access)	Vice-Rector for Science /Scientific Research and International Cooperation Office, LUT's Projects Office	Number of publications in international teams	Q3 2027-2028	29. Value of mobility/ I.5. Embracing Diversity I.7. Free Circulation of Researchers
		Supporting industrial internships (helping young researchers obtain professional qualifications—diverse career paths—recognition of academia-industry mobility)	Vice-Rector for Science /Scientific Research and International Cooperation Office, LUT's Projects Office	Number of internships	Q3 2027-2028	
		Developing a grant program for outstanding research teams led by R3/R4 researchers—aimed at increasing the internationalization of scientific research. (The program's	Vice-Rector for Science /Scientific Research and International Cooperation Office, LUT's Projects Office	Number of grants	Q4 2027	

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		goal is to strengthen R3/R4 collaboration through the development of international partnerships, an increase in the number of joint projects and publications, and greater participation in prestigious research programs)				
		Continuation of the “Building Bridges” Program—a program of short-term visits by distinguished scientists (The goal is to strengthen international collaboration among R2, R3, and R4 researchers through short-term visits by distinguished scientists, initiate joint research, publications, and projects, and development of global collaboration networks)	Vice-Rector for Science / LUT’s Projects Office	Number of visits by researchers from abroad	Q1 2027-2028	
		Including data on mobility and internships, broken down by gender (F/M) and seniority (R1/R2/R3/R4), in the reports of the Vice-Rector for Science	Vice-Rector for Science /Scientific Research and International Cooperation Office, GEP Implementation	Number of internships	Q1 2027-2028	
6	Developing a new quality-based evaluation system for researchers	Incorporation of new criteria and evaluation forms for researchers into the new HR policy being developed for the entire LUT. The reform will be consistent with the principles of the European CoARA coalition and the DORA declaration.	Rector	Rector’s ordinance with new criteria and evaluation forms	Q4 2027	11. Evaluation and appraisal system II.1 Researcher’s Assessment

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7	Updating OTM-R procedures	Introducing procedures to avoid conflicts of interest and an anti-discrimination policy	Charter Implementation Panel/ HR Department	New procedure ready (incl. COI declaration template)	Q4 2026	14. Selection (code)/
		Preparation of training materials for potential members of Selection Committees (vs. conflict of interest, bias, discrimination, merit-based assessment)	Charter Implementation Panel/ Heads of Departments	Training materials ready/ Number of committee members trained	Q4 2026-2028	II.2. Recruitment II.3. Selection
		Recommendations for job postings, including, where possible, not requiring knowledge of Polish when recruiting new employees	Charter Implementation Panel/ Heads of Departments	Number of research positions opened	Q4 2026-2028	
8	Implementation of a coherent academic career development model	Process Analysis – Timing “LUT Career Compass” – The initiative involves building a unified, digitally supported career development management system for research and teaching staff. The system will integrate currently disparate tools: Individual Career Development Plans (IPRK), HRS4R initiatives, and programs under the “Lublin University of Technology – Scientific Excellence” strategy	Rector/ Heads of Departments, HR Department	Rector’s ordinance/ system implemented	Q3 2027	28. Career development/ II.2. Career Progression IV.1 Valuing Diverse Research Careers
		Implementation of a coherent academic career development model covering all stages of the career path for academic and research-teaching staff. This initiative involves a comprehensive reform of the periodic evaluation system for academic faculty and the rules for	Rector/ Heads of Departments, HR Department	draft of new evaluation guideline	Q3 2027	

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		promotion, transforming the evaluation from a formal tally of points, functions, and indicators into a tool for professional development. The reform will be consistent with the principles of the European CoARA coalition and the DORA declaration				
9	Improving information policy with regard to funding opportunities and research availability	Conducting periodic surveys of researchers' needs regarding working conditions, access to infrastructure, and opportunities for professional development	Vice- Rector for Digitalization and Commercialization /Centre for Innovation and Technology Transfer HR Department / IT	Survey reports	Q1 2027 – 2028	24. Working conditions 26. Funding and salaries/ III.1. Working Conditions, Funding and Salaries
		Providing a new supporting system for (early-career) researchers seeking pathways to carry out their research	Rector/Rector's office	Internal guidelines regarding the professional advancement of research and research-teaching staff development	Q2 2027	
		Development of tool for navigating internal regulations and procedures	Vice- Rector for Digitalization and Commercialization /IT Department	tool released	Q2 2027	
10	Promotion of academic entrepreneurship and intellectual property rights	Organizing training sessions on intellectual property, data protection, confidentiality, and project responsibilities	Vice- Rector for Digitalization and Commercialization/Centre of innovation and Technology Transfer, Patent Attorney Office	Number of training sessions	Q4. 2027 – 2028	5. Contractual and legal obligations/ III.3 Contractual and Legal Obligations

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11	Implementation of a support system for young researchers within the academic career development model,	Development and Implementation of the PL R1-R2 Young Researchers Development Strategy	Vice--Rector for Science/ HR Department, Heads of Departments, Director of Doctoral School	Strategy document published	Q4-2026	28. Career development/ II.2. Career Progression IV.4 Supervision and Mentoring
		Development of a scientific mentoring program ("LUT Mentor") in collaboration with the Mentor Academy, which prepares experienced staff for the role of mentors through a series of training sessions.	Vice-Rector for Science/ Heads of Research Discipline Board	Number of mentees, number of mentors	Q1 2027-2028	
		Introduction of the Buddy-Mentors system—welcoming new researchers by senior colleagues	Rector/Heads of Department	Number of mentees, number of mentors	Q1 2027-2028	
12	Launching a competency development program for the research and teaching staff	"LUT Researcher Academy"—launch of a permanent competency development program for LUT research and research-teaching staff, integrating training projects carried out at LUT	Rector/HR Department, Scientific Research and International Cooperation Office	Launch of the Academy	Q4 2027	39. Access to research training and continuous development/ IV.5. Continuous Professional Development
		English language training	Foreign Languages Department	Number of trainees	Q1 2027-2028	
		Polish language training for foreigners	Foreign Languages Department	Number of trainees	Q1 2027-2028	