

## Lublin University of Technology - HR Strategy for Researchers – implemented actions and action plan for 2023-2026

No (Charter /Code)	Area of the analysis	Description of the action	Coordination unit / person	Measures	Action schedule		
					Preparatory stage	Procedure /document ready	Implementation and monitoring
<b>Implementation of best practices in research related to ethics and information security</b>							
<b>2</b>	Ethical principles	Improvement of understanding of ethical rules	Human Resources Dept./ Deputy Rector for Scientific Affairs	Number of complaints to ethical commission	completed	completed	Completed; Monitoring once a year
<b>7</b>	Good practice in research	Developing new policy for management of information security based on ISO/IEC 27001	IT Dept., /Data Protection Officer	Strategy document on comprehensive policy of information security	completed	completed	Extended; Monitoring once a year
<b>Implementation of best practices in the recruitment of staff and career development</b>							
<b>12</b>	Recruitment (Charter)	Developing and implementation of New Guidance for Recruitment Procedures	Human Resources Dept./ Senate Commission of HR Development	Number of complaints to recruitment commission	completed	completed	Completed; Monitoring once a year
<b>13</b>	Recruitment (Code)	Development of a new document on announcements of competition content as an attachment to New Guidance for Recruitment Procedures	Human Resources Dept. / Senate Commission of HR Development	Improved attachment	completed	completed	Extended; Monitoring once a year
<b>14</b>	Selection (Code)	Development of recommendations of selection procedures as a part of Guidelines on Recruitment Procedures	Human Resources Dept. / Senate Commission of HR Development	Improved document	completed	completed	Completed
<b>15</b>	Transparency (Code)	Development of Template of Strengths and Weaknesses of each application to be used by Faculty Recruitment Commissions (document to be delivered to candidates after the recruitment process)	Human Resources Dept./ Senate Commission of HR Development	Additional appendices with Template of strengths and weaknesses as part of New Guidance for Recruitment Procedures	completed	completed	Extended; Monitoring implementation once a year

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25	Stability and permanence of employment	Adjusting the contracts for the new rules of Labor Law and the Law on Higher Education	Rector, Human Resources Dept.	Strategy Document	completed	completed	Completed
28	Career development	Creating a general strategy to support young and experienced researchers in career development.	Senate Commission of HR Development / Office of International Collaboration and Scientific Affairs	Strategy Document Expanding workload of Career Office into career consultancy for doctoral students and young researchers / Rector's ordinance	completed	completed	Extended; Monitoring implementation once a year
<b>Implementation of best practices in Mobility and Internationalization</b>							
18	Recognition of mobility experience (Code)	Implementation of mobility as an integral part of New Guidance for Recruitment Procedures Resolutions of Senate and Rector's regulations.	HR Department/ Senate Commission of HR Development	Number of researchers participating in mobility programs	Completed	Completed	Completed
29	Value of mobility	Improvement of rules and procedures for the international mobility in accordance with national legislation. Developing new procedures for industrial internship as an instrument encouraging mobility Monitoring of international and intersectoral mobility	Senate Commission of HR Development Deputy Rector for Scientific Affairs	Updated version of procedures from the international mobility Developing new procedures for industrial internships Annual reports of international and intersectoral positions	Completed	Completed	Extended; monitoring implementation once a year
39	Access to research training and continuous development	Improving the level of scientific supervision, opportunities for scientific development, assisting university in mobility and raising funds for training and development.	Deputy Rector for Scientific Affairs IRO	Number of participants	4 Q 2023	3Q 2025	New

