

Case number: 2022PL864450

Name of the Organisation: Cardinal Stefan Wyszyński University

**ORGANIZATIONAL INFORMATION**

<b>STAFF &amp; STUDENTS</b>	<b>FTE</b>
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research	957 (738 Staff + 219 PhD students)
Of whom are international (i.e. foreign nationality)	19 (15 Staff + 4 PhD students)
Of whom are externally funded (i.e. for whom the organisation is host organisation)	0
Of whom are women	399 (283 Staff + 116 PhD students)
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor.	323
Of whom are stage R2 = in most organisations corresponding with postdoctoral level	336
Of whom are stage R1 = in most organisations corresponding with doctoral level	298 (79 Staff + 219 PhD students)
Total number of students (if relevant)	9.434
Total number of staff (including management, administrative, teaching and research staff)	1.296

<b>RESEARCH FUNDING (figures for most recent fiscal year)</b>	<b>€</b>
Total annual organisational budget	49 949 060,75
Annual organisational direct government funding (designated for research)	16 029 851,38
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	7 745 900,76
Annual funding from private, non-government sources, designated for research	231 476,15

**ORGANISATIONAL PROFILE**

The Cardinal Stefan Wyszyński University in Warsaw (UKSW) is a university with significant academic traditions and an established position in the Polish scientific community. The primary strategic goal of UKSW is not only to maintain this status, but also to develop and strive for excellence in all areas of activity. The UKSW, in every dimension of its activity, refers to Christian values and universal values that are at the basis of European civilization. UKSW educates approx. 10 thousand students in 42 fields of study in 12 faculties. 21 research institutes operate at the university in dedicated scientific disciplines.

**The reviewed version of the Action Plan derived from Internal report on 9<sup>th</sup> of January 2023**

<b>GAP Principle(s)</b>	<b>ACTIONS</b>	<b>Timing (at least by year's quarter/semester)</b>	<b>Responsible Unit</b>	<b>Indicators/Target(s)</b>	<b>Current Status</b>
No.2. Ethical principles	ACTION 1 Code of ethics for researchers	New period: Q2 2023	Rector's Council, Senate	Approval of the Code of ethics for researchers	extended
No.3. Professional responsibility	ACTION 2 Creating a Repository	2020	Director of the Library	Repository	completed
No.3. Professional responsibility	ACTION 3 Creating the position of an Open Access Representative – Rector's Disposition	2019	Rector	Rector's Disposition	completed
No.4. Professional attitude	ACTION 4 Improving the dissemination of information about research financing mechanisms.	Continuous	Vice-rector for Research and International Co-operation, Office for Scientific Research (abbr. BBN), Project Management Center (abbr. OZP)	Informative meetings held at departments (BBN) – one meeting annually at each faculty Disseminating the information through e-mail (BBN, OZP)	in progress
No.4. Professional attitude	ACTION 5 Course for PhD students and young researchers: „Research Grants“	Continuous	Head of the Research Development Department (previously: Head of the Office for Scientific Research)	Two courses annually	in progress
No.7. Good practice in research	ACTION 6 Creating appropriate solutions to scientific data storage.	New period: Q4 2023	Chancellor, Center of Information Systems	Purchase of a disk array	extended
No.8. Dissemination, exploitation of results	ACTION 7 Science2Business - Interactive internet platform for popularization of research results by UKSW scientific staff.	2018- 2020	Head of Rector's office	Dissemination of research results; cooperation with business; Indicators: over 200 interviews/research papers; aimed at reaching the target group (business) Planned indicator: 100,000 visits to the website (30% of activity from abroad)	completed
No.10. Non discrimination	ACTION 8 Disseminating information about the institution of the Representative for Disabled Persons	Continuous	Representative for Disabled Persons office	Information campaign addressed to the University community about the institution of the Rector's Representative	in progress
No.13. Recruitment (Code)	ACTION 9 Publishing work offers on the EURAXESS portal.	Continuous	Faculties	Indicator: increase in the number of work offers published on the EURAXESS to 70%	in progress

No.13. Recruitment (Code)	ACTION 10 Including regulation on the minimal time between the advertisement of the vacancy and the deadline for reply in the revised UKSW Statute	Autumn 2019	Rector, Senate	Revised UKSW Statute taking into account the issue of the minimal time	completed
No.14. Selection (Code)	ACTION 11 Pilot action concerning new criteria for choosing a recruitment commission.	New period: Q3 2023	Dean of the selected Faculty (Faculty of Theology)	Implementation of a pilot action by a selected faculty	extended
No.16. Judging merit (Code)	ACTION 12 Implementing department criteria on evaluating to include the specificity of disciplines and areas of study.	Spring 2020	Steering Committee	Indicator: results of periodic evaluation of academic teachers	completed
No.18. Recognition of mobility experience (Code)	ACTION 13 Considering career mobility as a positive trait: a. Debate on inclusion of career mobility of candidates as a criterion. b. implementation of the <i>University 2.0. Innovative education. Effective management</i> project	New period: Q3 2023	Rector, Vice-Rector for science and international cooperation, Rectors Council	Increase of academic staff variation. Employment of 140 foreign teachers who will run courses at all faculties	extended
No.19. Recognition of qualifications (Code)	ACTION 14 Consultations on including candidate experience unrelated to area of study during recruitment.	New period: Q2.2023	Rector's Council, Senate Commission for scientific staff and awards	Target: Increase the employment rate of researchers having experience unrelated to area of study	extended
No.23. Research environment	ACTION 15 Increasing the number of administrative workers to provide support for scientific staff in preparing project applications/ implementing grants.	2021	Chancellor, Deans	Increase of the number of newly hired administrative workers by 5%.	completed
No.23. Research environment	ACTION 16 Improvement of the research environment by a. equipping work stations b. better access to the literature database c. access to a greater number of electronic journal databases and electronic library archives	Continuous	a. Chancellor b. Library Director c. Library Director	a. Increase in the number of fully equipped work stations, b. Increase in the number of voluminous in the UKSW Library by max. 10 % annually (this target is too high, it has been changed up to 1%) c. Number of databases available for UKSW academic staff.	in progress
No.28. Career development	ACTION 17 Stipend programme for doctoral students at the Theology Department	2018/2019	Dean of Faculty of Theology	Number of doctoral students participating in the programme	completed

No.28. Career development	ACTION 18 Consultations concerning a strategy for scientific career advancement.	2020 New period: Q2 2023	Vice-Rector for Research and International Cooperation	Collecting opinions of academic staff	extended
No.30. Access to career advice No.31. Intellectual Property Rights	ACTION 19 Training in: Copyrights Protection of intellectual property Teaching techniques	2018-2020 New period: Q2 2023	Faculties, Commissions for Scientific Research; Deans	Number of trained scientific staff in this area	extended
No.37. Supervision and managerial duties	ACTION 20 Approval, publication and implementation of the Code of good practices for educating scientific staff	Spring 2020 New period: Q3.2023	Senate	Approval of the code of good practices.	extended
No.38. Continuing Professional Development	ACTION 21 Survey on information requirements of PhD students and experienced researchers.	Fall 2018	Library (the Head of the Library)	Increase in the access of paid digital libraries, online databases and the newest research tools depending on the results of the survey	completed
No.39. Access to research training and continuous development	ACTION 22 Increase in use of University infrastructure to provide off-campus access and e-learning courses	2020	Library (the Head of the Library)	Off-campus access to library databases for research staff Organisation of e-learning courses.	completed