

Revised Action Plan 2019 – 2021

	Proposed actions	The C&C principle	Timing	Responsible unit	Indicator(s) Target	Current status
A4	Elaboration of a model scope of responsibilities and duties of an academic teacher – in compliance with the requirement set forth in Art. 130.1. of the Act of 27 July 2005 – Law on Higher Education and adding it, in the form of an annex, to the appointment/the contract of employment.	professional attitude	June 2019	Workplace regulations Development Team, Rector		in progress
A7	Modification of the academic teacher evaluation form and addition of elements that follow from the principles laid down in the European Charter for Researchers.	evaluation/appraisal systems	December 2020	Department of Human Resources and Social Affairs; HR Committee, Rector's Proxy for Human Resources, Researchers Development Office	report on the periodic evaluation of employees	in progress



A8	Improving researchers' knowledge and awareness of the financial and nonfinancial benefits available at the University of Silesia. Refining the University's HR policy with regard to the adjustment of salaries to ensure that they are commensurate with employees' level of qualifications and scope of responsibilities.	funding and salaries	2021	Department of Human Resources and Social Affairs; Rector's Proxy for Human Resources; Rector	http://www.brk.us.edu.pl/content/sprawy-kadrowo-finansowe	in progress
A9	Modification of the University's HR policy to allow for the performance of tasks related with academic advancement.	stability and permanence of employment	2021	Rector's Proxy for Human Resources; Researchers Development Office; Rector	http://www.brk.us.edu.pl/content/zadania-brk	extended
A10	Elaboration of staff professional development policy based on academic advancement: assistant, adjunct, postdoctoral degree, and professor.	access to career advice	2021	Rector's Proxy for Human Resources; Researchers Development Office; Rector	http://www.brk.us.edu.pl/content/zadania-brk	extended

A11	Elaboration of career development paths: research-teaching, research, teaching, organisational - offering managerial/executive positions, supporting organisational talents, developing competency profiles, identifying competency gaps and ways of addressing those (guidance methods, trainings, self-education).	access to career advice	2021	Rector's Proxy for Human Resources; Researchers Development Office; Rector	http://dn.us.edu.pl/dla-mlodych-naukowcow-1	extended
A12	Defining the role of doctoral advisors and their duties and responsibilities with regard to supporting early-stage researchers.	access to career advice	2020	Rector's Proxy for Human Resources; Researchers Development Office; Rector	http://www.brk.us.edu.pl/content/zadania-brk	extended
A13	Modification of the University's HR policy and inclusion of aspects related to the development of academic staff and teaching, and implementation of systemic actions to support such development.	teaching	2021	Rector's Proxy for Human Resources; Researchers Development Office; Rector	http://www.brk.us.edu.pl/content/zadania-brk	extended



A14	Modification of the University's HR policy with respect to provision of feedback on recruitment process results and informing candidates about the strengths and weaknesses of their applications.	transparency	2021	Rector's Proxy for Human Resources; Researchers Development Office, Rector	http://www.brk.us.edu.pl/content/zadania-brk	extended
A15	Promoting and disseminating the principles of codes of ethics adopted at the university	ethical principles	every year	Rector	% of staff who have received training in the principles of the adopted codes of ethics	extended
A16	Creating the office of an ombudsman for academic rights and values	ethical principles	December 2019	US Senate	appointment of the Ombudsman for Academic Rights and Values	new
A17	Improvement of internal communication tools (redesign of the website; intranet)	professional attitude	December 2019	Website Modernisation Team	implementation of internal communication tools	new
A18	Creation of legal and organisational frameworks for the functioning of research teams	professional attitude	June 2020	Directors of Institutes	implementation of regulations concerning research teams	new
A19	Development of new rules of disciplinary liability of researchers	professional responsibility	June 2020	Rector	implementation of regulations concerning disciplinary liability of researchers	new



A20	Encouraging the attitude of social involvement of university staff	public engagement	March 2021	Rector's Proxy for Human Resources; Researchers Development Office	% of employees who participate in social involvement initiatives	new
A21	Development of doctoral school regulations and tutoring/mentoring programs	relationship with supervisors	December 2019	Rector	implementation of regulations concerning the doctoral school and tutoring and mentoring programmes	new
A22	Developing the OTM-R policy for the university	transparency	June 2020	Rector; Rector's Proxy for Human Resources; Researchers Development Office	implementation of the OTM-R policy	in progress
A23	Development and implementation of tools supporting the recruitment of researchers	selection	June 2020	Rector; Rector's Proxy for Human Resources; Researchers Development Office	implementation of tools to support the recruitment of researchers	in progress
A24	Development and implementation of the Candidate Experience analysis tool	transparency	June 2020	Researchers Development Office	implementation of tools to support the recruitment of researchers	new
A25	Development and implementation of a professional adaptation programme for researchers	working conditions	June 2020	Researchers Development Office	NPS tool	new



A26	Development and implementation of a human resources policy for facilitating research excellence	working conditions	2021	Rector; Rector's Proxy for Human Resources; Researchers Development Office	implementation of personnel policy supporting research excellence	in progress
A27	Development and implementation of a system of research staff assessment	evaluation/appraisal systems	December 2020	Rector; Rector's Proxy for Human Resources; Researchers Development Office	report on the periodic assessment of employees	in progress
A28	Development and implementation of remuneration and motivation system for researchers	funding and salaries	2021	Rector	New Remuneration Regulations, and Pro-quality Programs Regulations	in progress
A29	Improvement of the internal communication process	working conditions	2021	Rector's Proxy for Human Resources; Researchers Development Office	Employee satisfaction barometer	new
A30	Development of the university competence model and its integration with HR processes	career development	2020	Rector's Proxy for Human Resources; Researchers Development Office	implementation of the university competence model	new



A31	Analysis of the training needs of university staff	career development	2019	Rector's Proxy for Human Resources; Researchers Development Office	report on the analysis of training needs	new
A32	Implementation of programmes for the development of key competencies in employees, including young researchers	access to career advice / access to research training and continuous development	2021	HR Committee, Rector's Proxy for Human Resources; Researchers Development Office	% of staff trained in total and per programme	new