

### Updated Action Plan for 2020-2023

Area	Activities	When	Who	Indicators	Current status
Ethics and professionalism	Creating academic informational social networking service	4th quarter 2017	Office for Institutional Analysis and Reporting of the Jagiellonian University	<a href="http://www.zintegruj.uj.edu.pl/web/logo-hr/wyszukiwarka-aktow-prawnych">http://www.zintegruj.uj.edu.pl/web/logo-hr/wyszukiwarka-aktow-prawnych</a>	The work is completed and documents related to the adaptation to the new Act on higher education and science 2.0. are being updated.
	<b>NEW ACTION:</b> Modernization of the Jagiellonian University DSO website (creation of the English version) and making all updated recruitment documents available in English	2nd quarter 2021	Vice-Rector for Human Resources and Financial Management  Human Resources Department	Webpage : <a href="http://www.dso.uj.edu.pl">www.dso.uj.edu.pl</a>	In connection with the entry into force of the new Act on Higher Education and Science 2.0, work is currently ongoing on the adaptation and unification of recruitment documents. Only after completing that works it will be possible to provide these documents in English on the HR Department website of the Jagiellonian University.
Recruitment and selection	Development of procedures for the periodic evaluation of researchers and academics of the Jagiellonian University.	4th quarter 2019	Vice-Rector for Human Resources and Financial Management	„JU Rector’s Ordinance No. 113 of 31 December 2019 on the definition of criteria of periodic evaluation of academic teachers at the JU,,  <a href="https://bip.uj.edu.pl/dokumenty/zarzadzenia-rektora">https://bip.uj.edu.pl/dokumenty/zarzadzenia-rektora</a>	The work is completed and documents related to the adaptation to the new Act on higher education and science 2.0. are being updated.
	Development of Regulations setting out the rules and procedures for conducting competitions for scientific, educational and didactic positions	3rd quarter 2019	Vic-Rector for Research and Structural Funds  Vice-Rector for University Development	The procedure for conducting competitions for scientific and didactic positions has been set out in the JU Statute. The templates for conducting competitions are available on the <a href="http://dso.uj.edu.pl">dso.uj.edu.pl</a> website and on the webpages of individual units. The documents are available at <a href="http://www.dso.uj.edu.pl">www.dso.uj.edu.pl</a>	

	Creating regulations regarding the recognition of the value of mobility in the evaluation and recruitment process.	4th quarter 2019		„JU Rector’s Ordinance No. 113 of 31 December 2019 on the definition of criteria of periodic evaluation of academic teachers at the JU,,  <a href="https://bip.uj.edu.pl/dokumenty/zarzadzenia-rektora">https://bip.uj.edu.pl/dokumenty/zarzadzenia-rektora</a>	The work is completed and documents related to the adaptation to the new Act on higher education and science 2.0. are being updated.
	Change of the Jagiellonian University Statute in the area: Department VIII employees	2nd quarter 2020		JU Statute	Work in progress.  In connection with the entry into force of the new Act on Higher Education and Science 2.0, work is currently ongoing on the adaptation and unification of regulations in the JU Statute. The new regulations will also include all OTM-R rules.
	<b>NEW ACTION:</b>  Formalizing the appeal procedure at the recruitment and selection stage	1st quarter 2021	Vice-Rector for Human Resources and Financial Management  Vic-Rector for Research and Structural Funds	Appeal procedure	In connection with adaptation documents and the JU Statute to the regulation of the new Act on Higher Education and Science 2.0, it will be elaborated a new procedure regarding the recruitment and selection stage
<b>Work conditions and safety</b>	Formal regulation of the access for young scientists and PhD students to laboratories and research equipment	4th quarter 2020	Vic-Rector for Research and Structural Funds  Citru	Database accessible for each JU employee under the following address: <a href="http://www.citru.uj.edu.pl/infrastruktural">http://www.citru.uj.edu.pl/infrastruktural</a> after log in.  As the Jagiellonian University has obtained the status of a Research University ( <a href="https://cawp.uj.edu.pl/en_GB/idub">https://cawp.uj.edu.pl/en_GB/idub</a> ), the new JU strategy introduces a mandatory obligation to build research teams with the participation of young scientists and doctoral students and to make available to them the	Work in progress. The infrastructure base is in the process of modernization due to changes in the JU Statute and ongoing adjustment works to the Act on Higher Education and Science 2.0

				full base of research infrastructure owned by the Jagiellonian University.	
	Development of the Rules of remuneration at the Jagiellonian University Development of the Rules of employment and remuneration for persons participating at the Jagiellonian University in the implementation of projects financed from external sources	2nd quarter 2020	Vice-Rector for Human Resources and Financial Management Vic-Rector for Research and Structural Funds Center for Administrative Support of Projects (CAWP)	Rules of Employment and Remuneration of Persons Participating in the JU in the implementation of projects financed from external sources Documents available at : <a href="http://www.dso.uj.edu.pl">www.dso.uj.edu.pl</a>	Work in progress. Due to changes in the JU Statute and ongoing adjustment works to the Act on Higher Education and Science 2.0 the remuneration regulations will apply from 1 April 2020.
	Implementation of compulsory course "The management of scientific careers development" for doctoral studies	4th quarter 2020	Vice-Rector for Educational Affairs	Programme offer of methodological courses for students and doctoral students. "Laboratories for young people" programme (research fund for young researchers) .  As the Jagiellonian University has obtained the status of a Research University ( <a href="https://cawp.uj.edu.pl/en_GB/idub">https://cawp.uj.edu.pl/en_GB/idub</a> ) the following activities have been planned in the new UJ strategy (Skills1 and Talent management): - inclusion of didactic courses and methodological skills in the didactic offer; - employment of outstanding international experts in research methods to conduct classes for the best students from various fields of study; - introduction of mentoring; - implementation of students and doctoral students in cooperation with the socio-economic environment as part of a system of internships, or organization of joint scientific ventures of universities and social and	Work in progress.

				<p>economic partners;</p> <p>- creation of a scholarship system and Grants for the future funds (applying for mini-grants that will allow to broaden knowledge, conduct scientific research or develop soft competences).</p>	
	Creating a team for the mobility of researchers promotion	1st quarter 2018	Vic-Rector for Research and Structural Funds Center for Administrative Support of Projects	Within the CAWP an international project section was created to support the mobility of researchers.	Works completed
	Extending the tasks of the Career Office with career counseling	4th quarter 2019	Vice-Rector for Educational Affairs	<p>Career counselling has been introduced into the scope of tasks of the Career Office as an obligatory element of its activity. A detailed scope of the office's tasks is included in the organizational regulations of the Jagiellonian University - as of 01.01.2020.</p> <p><a href="https://biurokarier.uj.edu.pl/robimy/doradztwo-zawodowe">https://biurokarier.uj.edu.pl/robimy/doradztwo-zawodowe</a></p>	Works completed
	Development of procedures for the settlement of teaching time	3rd quarter 2019	<p>Vice-Rector for Educational Affairs</p> <p>Vice-Rector for Human Resources and Financial Management</p> <p>Human Resources Department</p>	Ordinance No. 67 of the Jagiellonian University Rector of 16 September 2019 regarding the introduction of the Work Regulations of the Jagiellonian University (permanent record on the method of accounting for the teaching allowance).	Works completed

<p><b>Rozwój i szkolenia</b></p>	<ol style="list-style-type: none"> <li>1. Further extending the tasks of the Career Office with career counseling for employees and PhD students.</li> <li>2. Extending the tasks of the Centre of Academic Teaching Excellence - Ars Docendi.</li> <li>3. Extending the scope of thematic trainings and courses for researchers.</li> </ol> <p>Development of the mentoring system for young researchers.</p>	<p>4th quarter 2019</p>	<p>Vic-Rector for Research and Structural Funds</p> <p>Centre for Project Administrative Support</p>	<p>Career counseling has been introduced into the scope of tasks of the Career Office as an obligatory element of its activity. A detailed scope of the office's tasks is included in the organizational regulations of the Jagiellonian University - as of 01.01.2020.  <a href="https://biurokarier.uj.edu.pl/robimy/doradztwo-zawodowe">https://biurokarier.uj.edu.pl/robimy/doradztwo-zawodowe</a></p> <p>An Office of Competence Improvement was established as part of the Didactics Improvement Center, which conducts scientific training for academic teachers and PhD students  <a href="https://arsdocendi.uj.edu.pl/warsztaty/kursy-nauczyciele">https://arsdocendi.uj.edu.pl/warsztaty/kursy-nauczyciele</a></p> <p>In addition, the University is constantly expanding the scope of organized trainings and courses by applying for further grants. Every University employee can benefit from a wide range of training.</p> <p>Currently, there are courses and trainings under the following projects:</p> <ol style="list-style-type: none"> <li>1. ZintegrUJ  <a href="http://www.zintegruj.uj.edu.pl/">http://www.zintegruj.uj.edu.pl/</a></li> </ol> <p>The goal of the <i>ZintegrUJ</i> project is to improve the quality of functioning and management of the Jagiellonian University in the field of:</p> <ol style="list-style-type: none"> <li>a. equipping students with new competences;</li> <li>b. creating and implementing high-quality doctoral study programs;</li> <li>c. equipping new competences of academic teachers .</li> </ol> <p>Trainings are offered under the following modules:  PhD module:  Task 5 – <i>Jagiellonian Interdisciplinary PhD Programme</i> in English.</p>	<p>Works completed</p>
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