

Action Plan 2026-2029

| Charter & Code Area | Gap Principle | UKSW Action | Timeline | Responsible Unit | Indicators / Target(s) | Current Status |
|---------------------------------|---|---|--|--|---|----------------|
| Ethical and professional issues | 1. Research freedom | ACTION 46: Acquisition and development of projects carried out by interdisciplinary teams | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | 1) Percentage of academic teachers involved in projects relative to total staff. 2) Number of research projects recognised under motivational schemes. 3) Number of publications with results of successful projects and good practices. 4) Number of information meetings, trainings and materials regarding project management and support at UKSW. | New |
| Ethical and professional issues | 2. Ethical principles | ACTION 47: Dissemination of ethical standards | March each year, 2026–2029 | Vice-Rector for HR and Projects | Number of promotional materials and trainings in academic ethics | New |
| Ethical and professional issues | 3. Professional responsibility | ACTION 48: Increasing the impact of UKSW scientific activity on global science | March each year, 2026-2029 | Vice-Rector for Research and International Cooperation | 1) Number of international research projects; 2) Number of international academic trips; 3) Number of international conferences | New |
| Ethical and professional issues | 3. Professional responsibility | ACTION 25: Dissemination of information on intellectual property rights | Q1 each year, 2023-2029 | Vice-Rector for Student Affairs and Education; Vice-Rector for HR and Projects (webinar) | 1) At least one annual training within Teaching and Learning Quality Week (abbr. TJK) 2) Webinar link emailed and posted on website | In progress |
| Ethical and professional issues | 3. Professional responsibility | ACTION 26: Work adaptation process and information-implementation meetings (organizational, didactic and research panels) | continuous | Vice-Rector for HR and Projects | Implementation of the annual onboarding plan (February, October) | In progress |
| Ethical and professional issues | 4. Professional approach | ACTION 49: Increasing the number of externally funded research projects, including international ones, and strengthening cooperation with businesses and public institutions | March each year, 2026-2029 | Vice-Rector for Research and International Cooperation | 1) Number of acquired research projects (national and international); 2) Funds obtained in research projects; 3) Number of ongoing research projects (national and international) | New |
| Ethical and professional issues | 8. Dissemination, exploitation of results | ACTION 27: Strengthening the system for dissemination and use of research results through the development of the UKSW Knowledge Base, journals platform, open access policy and identification tools (ORCID, DOI) | Q4 each year, 2023–2029 | Vice-Rector for Research and International Cooperation | 1) Developed and expanded UKSW Knowledge Base; 2) Developed journals platform; 3) Mandatory ORCID; 4) Annual progress reports | In progress |
| Ethical and professional issues | 8. Dissemination, exploitation of results | ACTION 28: Improving data collection processes in the integrated POL-on information system | 1st indicator - 2024 Q3, 2nd indicator - December each year, 2026–2029 | Vice-Rector for HR and Projects | 1. Established POL-on Coordinator Office monitoring data completeness and correctness and developing recommendations 2. Reports on irregularities and implementation recommendations to prevent future errors | In progress |
| Ethical and professional issues | 8. Dissemination, exploitation of results | ACTION 50: Increasing the impact of scientific publications of UKSW employees and doctoral candidates | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | 1) Number of scientific articles published under open publishing programmes; 2) Number of publications by UKSW staff and PhD candidates per year; 3) Number of citations per year | New |

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| Ethical and professional issues | 11. Evaluation/appraisal systems | ACTION 51: Improving teaching quality through effective use of modern technologies and teaching methods | March each year, 2026–2029 | Vice-Rector for Student Affairs and Education | Study programmes with new teaching content | New |
| Ethical and professional issues | 11. Evaluation/appraisal systems | ACTION 52: Implementing competency maps and linking them to evaluation | 2027 Q2 | Vice-Rector for HR and Organizational Affairs | 1) Number of developed competency profiles; 2) Updated evaluation system based on competencies | New |
| Recruitment and selection | 13. Recruitment (Code) | ACTION 53: Improving the recruitment process based on OTM-R principles | March each year, 2026–2029 | Vice-Rector for HR and Projects | 1) Audit of recruitment process with HRS4R compliance; 2) Implemented OTM-R Policy; 3) Number of competitions following OTM-R; 4) Number of announcements including competence profiles | New |
| Recruitment and selection | 14. Selection (code) | ACTION 54: Improving the attractiveness of studies and teaching through modern organisation of education | March each year, 2026–2029 | Vice-Rector for Student Affairs and Education | New course content, new courses taught in foreign languages, development of co-teaching | New |
| Recruitment and selection | 16. Judging merit | ACTION 55: Improving the recruitment process based on OTM-R principles (merit assessment focus) | March each year, 2026–2029 | Vice-Rector for HR and Projects | Number of trained recruitment committee members | New |
| Recruitment and selection | 18. Recognition of mobility experience (code) | ACTION 56: Increasing academic staff engagement in international academic activities | December each year, 2026–2029 | Vice-Rector for Student Affairs and Education | Number of NA participating in international mobility | New |
| Working conditions | 23. Research environment | ACTION 57: Strengthening the potential of the UKSW Library and the Knowledge Base as tools for collecting and disseminating scientific information | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | 1) Number of items in the UKSW library collection; 2) Number of new items acquired annually (books, journals, others); 3) Number of records deposited in the Knowledge Base with category breakdown; 4) Number of functioning Knowledge Base modules | New |
| Working conditions | 23. Research environment | ACTION 58: Building a friendly and engaged work environment | 2027 Q2; March each year | Vice-Rector for HR and Organizational Affairs | 1) Number of trainings/initiatives promoting a friendly work and study environment; 2) Development of the Organizational Climate Survey Regulation (survey design, communication, response procedures); 3) Level of job satisfaction (survey) | New |
| Working conditions | 23. Research environment | Action 59: Promotion of good communication practices and effective cooperation | 2027 Q2; March each year | Vice-Rector for HR and Organizational Affairs | Number of developed materials and/or promotional activities related to good practices in cooperation and internal communication. | New |
| Working conditions | 23. Research environment | Action 60: Organisation and improvement of the support base and infrastructure of the research process | 2029 Q4 | chancellor | 1. Number of hard infrastructure assets (buildings). 2. Number of scientific and research equipment items. 3. Number of scientific and research equipment items purchased during the reporting period. 4. Total value of scientific and research equipment purchased during the reporting period. | New |

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| Working conditions | 26. Funding and salaries | ACTION 61: Increasing the number of externally funded research projects, including international ones, and strengthening cooperation with businesses and public institutions (internal financing system + motivational tools) | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | 1) Number of externally funded projects (PL + EU); 2) Funds acquired; 3) Number of ongoing research projects (PL + EU) | New |
| Working conditions | 29. Value of mobility | ACTION 62: Strengthening international scientific cooperation and supporting incoming and outgoing mobility | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | 1) Number of national/international collaborative projects; 2) Number of national and international research trips; 3) Number of national and international research internships | New |
| Working conditions | 29. Value of mobility | ACTION 63: Internationalisation of UKSW study programmes – development of double/joint degree programmes | December each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of developed double or joint degree study programmes | New |
| Working conditions | 29. Value of mobility | ACTION 64: Increasing the number of foreign visiting professors teaching at UKSW | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of foreign visiting professors conducting courses | New |
| Working conditions | 29. Value of mobility | ACTION 65: Increasing the number of international partners for Erasmus+ cooperation | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of new cooperation agreements with international partners | New |
| Working conditions | 29. Value of mobility | ACTION 66: Increasing the number of incoming Erasmus+ students and doctoral candidates | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of incoming students and doctoral candidates under KA131 and KA171 | New |
| Working conditions | 29. Value of mobility | ACTION 67: Increasing the number of UKSW staff participating in Erasmus+ mobilities (STA/STT) | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of teaching (STA) and training (STT) mobilities | New |
| Working conditions | 29. Value of mobility | ACTION 68: Increasing the number of academic teachers going abroad as visiting professors | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of academic teachers serving as visiting professors abroad | New |
| Working conditions | 33. Teaching | ACTION 70: Improving teaching quality through effective use of modern technologies and teaching methods | December each year, 2026–2029 | Vice-Rector for Student Affairs and Education | Number of Rector's awards granted for outstanding teaching performance | New |
| Working conditions | 33. Teaching | ACTION 71: Internationalisation of teaching – launching new bachelor's and master's programmes in English | December each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of newly launched study programmes taught in English | New |
| Working conditions | 33. Teaching | ACTION 72: Increasing the number of courses taught in English | April and December each year, 2026–2029 | Vice-Rector for Research and International Cooperation | Number of courses conducted in English | New |
| Working conditions | 34. Complaints/ appeals | ACTION 73: Building a friendly and engaged work environment | March each year, 2026–2029 | Vice-Rector for HR and Organizational Affairs | Number of reports and interventions related to policy violations | New |

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| Training and development | 36. Relations with supervisor | ACTION 74: Strengthening international scientific cooperation – development of future researchers (doctoral school, talented students) with national and international collaboration | March each year, 2026–2029 | Vice-Rector for Research and International Cooperation | 1) Number/percentage of international doctoral candidates at UKSW; 2) Number of jointly supervised PhD theses with foreign institutions; 3) Number of doctoral internships abroad; 4) Number and duration of internships by foreign doctoral candidates or researchers at UKSW; 5) Number of publications by UKSW doctoral candidates (domestic/international co-authorship) | New |
| Training and development | 38. Continuing professional development | ACTION 75: Improving teaching quality through modern educational technologies and methods | December each year, 2026–2029 | Vice-Rector for Student Affairs and Education | Number of trainings offered; number of academic teachers trained | New |
| Training and development | 38. Continuing professional development | ACTION 76: Improving the internal quality assurance system for education | December each year, 2026–2029 | Vice-Rector for Student Affairs and Education | Number of trainings offered; number of academic teachers trained | New |
| Training and development | 38. Continuing professional development | ACTION 77: Organisation of job fairs and recruitment events supporting students and graduates entering the labour market and establishing new business relations | March each year, 2026–2029 | Vice-Rector for Promotion and External Relations | Number of organised job fairs and recruitment events | New |
| Training and development | 38. Continuing professional development | ACTION 78: Developing the academic entrepreneurship support system, including business education and practical support for research-based start-ups | March each year, 2026–2029 | Vice-Rector for Promotion and External Relations | Number and types of implemented activities | New |
| Training and development | 38. Continuing professional development | ACTION 79: Developing lifelong learning offers, including postgraduate studies, trainings and workshops, based on labour market needs and stakeholder analysis | March each year, 2026–2029 | Vice-Rector for Promotion and External Relations | Review of postgraduate and training offer – proposed updates | New |
| Training and development | 39.access to research training and continuous development | ACTION 69: Improving teaching quality through effective use of modern technologies and teaching methods | December each year, 2026–2029 | Vice-Rector for Student Affairs and Education | Number of organised courses and trainings for academic staff; number of NA participating | New |
| Training and development | 40. Supervision | ACTION 45: Implementation of regulations regarding internship supervisors | 1st indicator - 2025 Q1, 2nd indicator 2026 Q2 | Vice-Rector for Research and International Cooperation | 1. Published internal regulations for internship supervisors 2. Published guidelines for internship supervisors | In progress |
| Training and development | 40. Supervision | ACTION 80: Development and dissemination of standards and good practices for supervising early-stage researchers (R1–R2) | 2027 Q1 | Vice-Rector for Research and International Cooperation | 1) Document – supervision standards for R1–R2; 2) At least 3 training materials (webinars/guides) | New |