

Action Plan 2026-2029

Charter & Code Area	Gap Principle	UKSW Action	Timeline	Responsible Unit	Indicators / Target(s)	Current Status
Ethical and professional aspects	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 aspects	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 aspects	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 aspects	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 aspects	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 aspects	6.accountability	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 aspects	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 aspects	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

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Ethical and professional aspects	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
Ethical and professional aspects	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 aspects	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 (Code)	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

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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
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

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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
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

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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