



HR EXCELLENCE IN RESEARCH

RENEWAL INTERNAL REVIEW

**Human Resources Strategy for Researchers
of Medical University of Silesia in Katowice**

Katowice, June 2023

1. Organisational information

1.1 Employees and students

Employees and students	FTE
Total number of researchers = personnel, people with scholarships, full-time and part-time doctoral students engaged in research	1332
Including persons with foreign citizenship	2
Including persons financed externally (i.e. for whom the organisation is the host organisation)	2
Including the total number of women	785
Including the total number of people at stage R3 or R4 = researchers with a high degree of autonomy, usually with the status of principal researcher or professor	229
Including the total number of people at stage R2 = in most organisations corresponding to the post-doctoral level	144
Including the total number of people at stage R1 = in most organisations corresponding to the doctoral level	642
Total number of students (if applicable)	9801
Total number of employees (including management, administrative, teaching and research personnel)	2789

1.2 Research financing (for the last tax year)

Research financing (for the last tax year)	€
The total annual budget of the organisation	90307703,79
Annual direct funding from governmental sources (for research)	25221223,99
Annual competitive governmental funding (for research obtained through competition with other organisations – including EU funding)	6227206,40
Annual funding from private, non-governmental sources for research	52858,27

1.3 Organisation profile (max 100 words)

The Medical University of Silesia in Katowice has over seventy years of tradition. It was established in 1948. Under the Act of March 30, 2007, it became a university. The current position of the University results from the scientific and research achievements of the personnel

and a high level of education in medical and related professions in 25 fields of study in 28 specialties. The university has the right to confer doctoral and postdoctoral degrees in the field of medical sciences and health sciences in the disciplines of medical sciences, pharmaceutical sciences and health sciences.

Part 2. Strengths and weaknesses of current practice.

Please review the strengths and weaknesses under the 4 thematic areas of the Charter and Code, as provided by your organisation in the initial assessment phase. When doing so, you should do not only look back, but also consider new priorities, strategic decisions, etc. which may further influence the action plan. Please also provide a brief commentary in the "Remarks" column if major changes have occurred versus the initial plan.

2.1. Ethical and professional aspects ("Ethical and professional principles" Area)

The draft measures adopted for implementation in this area in the following years 2019 - 2023 were effectively further implemented. Economic trends were constantly tracked and communicated by the Senate Committee on Science to the University authorities and the academic community. Tracking of economic trends was also carried out through the implementation of the decision-making process on commercialization of research results, carried out by the Vice Rector for Development and Transfer of Technology in consultation with the Quaestor, in terms of their innovation and potential value and profit-making capacity. During these four years, 14 meetings were held - academic discussions on the University's priority research directions. Despite Pandemic Covid-19, meetings were held, but with less frequency. New directions were added to the existing ones by posting them on the University's website. Currently, after the update, there are 6 of them: 1. diseases of civilization, especially cancer (including: learning about the mechanisms of civilization diseases). 2. Medical, psychological and social aspects of aging processes. 3. Concepts of new ways of diagnosis and treatment (including new drugs and prevention of new non-communicable, infectious and chronic diseases, e.g. cardiovascular diseases, cancer, kidney diseases, COVID-19). 4. regenerative medicine (e.g., stem cells, tissue engineering). 5. modern technologies in medicine, including new drugs and concepts for treating infections with drug-resistant pathogens. 6. rare diseases. Since its inception, the Technology Transfer Center, together with the Center for Science and International Cooperation, the Organizational and Legal Department and the University's Development Programs Section, have been monitoring the regulations applicable to scientific and research projects on an ongoing basis. In the event of changes in the applicable

law, this information is passed on to the substantively competent units. Due to the Covid-19 pandemic, in-service training was dropped. Nevertheless, all information in the field of research projects and internal legislative changes are communicated on an ongoing basis via e-mail. Changes, are also posted on an ongoing basis on the University's website. The Regulations for the preparation of proposals and implementation of projects financed or co-financed with domestic or foreign non-reimbursable funds (No. 194/2020, dated October 30, 2020) were updated. By Order No. 60/2020 dated April 06, 2020, the Rector appointed a Team to develop Ordinances on Physical Security and Information Security of the Medical University of Silesia in Katowice. On the other hand, an audit of information security and data protection was conducted in 2020. The implementation of the above examples of measures stems from the belief that only through a professional approach in this area universities can effectively protect data and build trust with the scientific community, employees and students, providing them with a safe working and learning environment. Individual clinical units organize various activities, classes, workshops, trainings, among others: International Urticaria Day, promotion of vaccination among young people, promotion of breast cancer prevention: "In a healthy body healthy breast", Women's Week (a week of preventive examinations for women), prevention campaign: "Tik Tak Tik RAK - early detection gives you life", sports event with cancer prevention: "We run for health", the Congress of the Polish Society of Masticatory Dysfunction. In addition, employees of the University, by promoting a healthy lifestyle, cancer prevention, share their knowledge and experience on local TVP 3 Katowice. The University conducts joint actions with the Upper Silesian Museum in Bytom for oncology patients. Other actions include: Strong Women calendar, event: PROSTATE - prevention, diagnosis, treatment, Conferences and Prevention Days co-organized by the Marshal's Office, Sosnowiec City Hall. The task of creating a "Comprehensive Center for Multiple Sclerosis Patients of the Silesian Medical University" with periodic meetings with Multiple Sclerosis patients is being carried out. "White Sundays" are being organized for residents of the region. The University cooperates with the media. It promotes the scientific achievements of the University's employees, students and doctoral students by organizing press conferences, media interviews and creating press materials. The University maintains social media: Facebook, Instagram, Twitter, LinkedIn, and trains employees in connection with media appearances and crisis situations. The University Library, together with the University's Publishing House and the Center for Information Technology and Informatization, is conducting a broad campaign to promote openness in science. Basic information on Bibliometrics and Bibliography, Polish Medical Platform, Openness Policy at the Medical University of Silesia, ministerial recommendations, Open

Access, research data, open publishing programs, Open Access portals, repositories are provided, courses, webinars, workshops are conducted, since the start of Pandemic Covid-19 mainly online. Events posted on the website are compatible with stationary exhibitions in the lobby of the Main Library. A "Research Data in a Nutshell" Guidebook has been created.

Remarks

The professional approach in scientific and research activities includes a number of key elements that are important for maintaining a high standard and excellence in research. We recognize as a binding principle the constant pursuit of scientific excellence by promoting high quality research. It is particularly important to us that our researchers are excellently qualified in their fields, have up-to-date knowledge and skills, and follow best research practices. A professional approach also requires integrity and credibility in research, so researchers should be especially careful to avoid plagiarism, data falsification and other unethical practices. Transparency, accountability and respect for ethical standards are considered essential and absolutely required. Professionalism in scholarly activities encourages cooperation and knowledge exchange among researchers, so our University promotes research cooperation, both inside and outside the University, to create an atmosphere of mutual support, competence development and greater scientific success. A professional approach includes responsible publishing and sharing of research results and openness and accessibility to scientific information are important for the progress of science. We strive for scientists to publish their results in reputable scientific journals and prestigious conferences to contribute to the advancement of knowledge and impact on the scientific and non-scientific community. Professionalism in scientific activity also means striving for continuous improvement. Scientists are motivated to constantly develop their skills and knowledge, attend conferences, workshops and training courses to stay abreast of the latest trends and innovations in their fields. The university emphasizes the importance of ethical awareness in scientific activities. Compliance with ethical and professional principles in scientific activities is key to maintaining trust in the scientific community and guaranteeing the integrity and credibility of its achievements. Scientists have a duty to protect the privacy and safety of research participants including maintaining confidentiality with regard to sensitive information such as patient data or the results of commercial ventures. With a view to a professional approach to scientific and research activities, a decision was made to organize training courses, including e learning courses on managing a research project, obtaining, using and accounting for research funds. In view of the sanitary epidemiological situation regarding the pandemic caused by the SARS-

CoV-2 virus, the Vice-Rector for Science decided to cancel the organization of meetings with academics and classroom training. Nonetheless, all information regarding research projects and internal legislative changes was communicated on an ongoing basis via e-mail to the Task Contractors and Heads of the University's organizational units. All ongoing scientific and research work, financed by funds allocated for science within the framework of the teaching and research subvention from the Ministry of Health, is included in the databases of the Center for Science and International Cooperation and made available upon request of interested parties. At the following address: www.projekty-naukowo-badawcze.sum.edu.pl, materials constituting the substantive content of the website, i.e. the subjects of contracts for the implementation of statutory work, for the implementation of scientific and research work by a young scientist or a doctoral student, are made available on an ongoing basis by the University staff. The website at <http://logohr.sum.edu.pl> has been set up in accordance with the guidelines and is updated on an ongoing basis. With regard to "Employee Evaluation Systems", a draft regulation on employee evaluation was prepared by the Vice-Rector for Science and International Cooperation in consultation with the Vice-Rector for Academic Affairs. It takes into account in the evaluation of research and teaching employees, in addition to the number of publications, the quality of achievements and the mobility of employees, especially in foreign centers. The draft is being processed. The analysis carried out in 2019 showed some gaps in the system for evaluating university teachers. The proposed corrective measures of simplifying the login system and making the evaluation system more attractive to students, doctoral students, as well as, in connection with the expansion of the scope of evaluation of academic teachers, improving the positive model for motivating authors of quality original works, and simplifying the formalities for deciding on internships and/or conducting research abroad, which are part of the principle about the mobility of research and teaching staff, led to the introduction of Order No. 164/2021 of October 11, 2021 of the Rector on: The process of evaluation of academic teachers by students and doctoral students of the Medical University of Silesia in Katowice.

2.2. Recruitment and selection ("Recruitment" Area)

In accordance with the HR Strategy, a number of activities were continued in the Recruitment area, initiated in 2017 - 2019. In addition, following the introduction of the 2018 Law on Higher Education and Science, a number of internal regulations and documents had to be adjusted and modified, including the content of competition announcements. In the area of "Recruitment (rules)", the change in the content of competition announcements was introduced

by Circular Letter No. 3/2018 dated June 20, 2018. The time between the announcement of the vacancy and the deadline for submitting applications has been extended. Candidates applying for an academic staff position in accordance with Article 119(3) and (4) of the Law on Higher Education and Science have 30 days from the announcement of the competition to submit documents. Regarding the implementation of competition procedures for external members of research teams, the Center for Transfer and Technology is implementing such procedures in programs where this is required. In the area of "Personnel Selection", training for members of the Committee for the evaluation of candidates for the position of academic teacher is implemented on an ongoing basis by the Chair of the Competition Committee (Dean) and the Department of Personnel and Social Affairs in accordance with the University's procedures. In the case of competitions for positions of academic teachers, there was no need to consult external experts in the process of recruiting employees. However, in the case of competitions for managerial positions in accordance with §2 para. 3 of Appendix No. 2 of the University's organizational regulations the meetings of the Commission appointed to conduct a competition for the function of the Head of a Clinic or Clinical Department may be attended in an advisory capacity by the Head of the relevant medical entity. Accordingly, the Director/President of the Hospital is invited to participate in the meeting. In terms of "Transparency", the rules regarding the conducted competition proceedings for the positions of academic teachers at the University are set forth in the aforementioned Circular Letter No. 3/2018. In the protocol of the competition proceedings, which is an attachment to the aforementioned Letter, the Competition Committees for the employment of academic teachers shall enter the justification for the selection of the candidate. In terms of "Recognition of qualifications (rules)", the logos on diplomas issued by other Universities, including foreign ones, are respected, and qualifications are recognized in accordance with the guidelines of the law. In accordance with Resolution No. 57/2017 of April 26, 2017 of the University's Senate, a graphic mark indicating the assigned level of the Polish Qualification Framework was introduced into the models of graduation diplomas and certificates issued at the Medical University of Silesia in Katowice. Whereas, by Resolution No. 58/2017 of April 26, 2017 of the University's Senate, a graphic mark was introduced in diplomas and copies of doctoral diplomas in the regulations issued on the basis of Article 10, paragraph 4 of the Act of December 22, 2015 on the Integrated Qualification System for a full qualification at level eight of the Polish Qualification Framework. The aforementioned provisions have not changed.

Remarks

The strengths of the current and implemented measures so far continue to be clear, non-discriminatory and transparent procedures for recruiting and evaluating employees. Attention should be paid in further work to examining candidate satisfaction with the recruitment process and assisting in adaptation for newly hired employees. "Seniority" is taken into account in recruitment in accordance with the criteria that must be met by a person applying for a specific position as a research and teaching employee. Both "Merit evaluation", "Deviations from chronological order of resumes" and "Recognition of mobility experience" are respected during recruitment.

2.3. Working conditions and social security ('Working conditions and social security' Area)

In terms of the improvement activity concerning training for Heads of the University's organizational units in the field of team management, coaching and mentoring, the organization of periodic training courses and webinars prepared by the team of employees of the Center for Remote Learning and Educational Outcomes Analysis was undertaken. Examples of such undertakings include, among others, the course "ABC of team management for University employees in managerial positions", the topics of which include the selection of tools and specific opportunities for action to help in daily work with the team, caring for the professional development of the employee, the selection of management style to the level of employee development, ways to resolve conflicts in the team, building trust and a culture of cooperation in the team. Activities related to shaping the research environment included: - Continuous efforts to obtain the necessary funding for the expansion and modernization of the University's infrastructure- Optimization of mechanisms aimed at effective use of specialized research equipment- Promoting within the University a model of cooperation based on joint use of specialized apparatus by various units

- Motivating employees to take initiatives in applying for funds for the purchase, manufacture or expansion of research infrastructure. The University is successively modernizing and retrofitting its facilities by implementing further investments. It strives to obtain funds under grants from various local government institutions, ministerial institutions and European funds. The following are the investments made in the reported period for which grants were obtained:

1 Investment task: "Execution of thermal modernization of the facilities of the Department of Theory of Medicine in Katowice at 18 Medyków Street of the Medical University of Silesia in Katowice". For this investment task, subsidies were obtained from the National Fund for Environmental Protection and Water Management with a subsidy value of PLN 14,044,311.59.

2. investment task: "Research and Implementation Center Silesia - LabMed", for which a grant was obtained from the Regional Operational Program of the Silesian Voivodeship for 2014 - 2020 Priority Axis I "Modern Economy" with a grant value of PLN 69,514,884.67. 3. investment task: "Reconstruction and adaptation of premises and thermal modernization of the building of the Department of Public Health in Bytom at 18 Piekarska Street to current regulations", for which a grant was obtained from the Regional Operational Program of the Silesian Voivodeship for 2014 - 2020 Priority Axis IV "Energy efficiency and renewable energy sources and low-carbon economy" with a grant value of PLN 1,402,423.91. 4. investment task: "Evaluation of the effectiveness of the innovative model of the first comprehensive SM center in Poland, Zabrze at 3-go Maja Street. Subsidy was obtained from the Ministry of Health and Higher Education for the duration of the task 2020 - 2022 with a value of PLN 11,759,500.00. Currently, a permit for use of the facility has been obtained, equipment of the facility in progress. 5 Investment task: "Establishment of a Genetic Laboratory for the Department of Biochemistry located at ZTM in Katowice at 18 Medyków St. Financed from own funds with a value of PLN 3,391,019.82. Completion date in 2023. In 2021-2022, the University signed 33 scientific and research cooperation agreements aimed at mutual cooperation in the conduct of scientific activities and research, joint publication and enhancing the scientific potential of the parties. The onset of the SARS-CoV-2 pandemic has significantly reduced the activities that are the subject of the above-mentioned agreements, nevertheless, the research staff of the Medical University of Silesia in Katowice continue to maintain contacts with representatives of foreign partners.

Remarks

The strengths of the current and implemented activities to date continue to be strict respect for intellectual property rights, the significant value of mobility, good working conditions, employment stability and gender balance. In further work, attention should be paid to the cyclical preparation of an analysis of the employment structure in terms of gender similar to that carried out by the Faculty of Medical Sciences in Zabrze according to the Order of the Rector of the University, for the other faculties. In the field of career development, it would be necessary to take measures periodically and systematically with their updating and adaptation to changing regulations. Motivating employees to take initiatives in applying for funding for the purchase, manufacture or expansion of research infrastructure is continuous and systematic priority for the University. The Technical Department, the Investment Department, the Quaestor, the Deans, the Technology Transfer Center, the Department of Science and International Cooperation, the Vice Rector for Science are selected units involved in activities

in this aspect. Systematic informing of employees about the announced competitions regarding the possibility of obtaining funds for the expansion of the University's infrastructure is carried out both from the level of the Technology Transfer Center, the Center for Science and International Cooperation and from the level of the Deans of the individual Faculties. The Deans notify the employees of the Faculties about the possibilities of applying for grants, among other things, on the basis of information obtained from the University's central units, as well as resulting from correspondence received from outside. Current information is provided both by e-mail and during various meetings with Unit Heads and in direct contact with employees. The task of the relevant units of the University's administration is to provide support to employees with regard to applications submitted, to analyze and approve them from a financial point of view, to provide financial and accounting services. The Science and International Cooperation Department provides comprehensive administrative support for the entire application process. The website nauka.sum.edu.pl provides up-to-date information on the scope, procedures, legal acts and how to apply for funds from various sources. Both in the area of recruitment and promotion, the principle of non-discrimination on the basis of gender is observed, and personnel decisions are made on merit without violating the principle of gender parity. The Faculty of Medical Sciences in Zabrze in 2022 analyzed the gender structure of employees, including the Executive Staff. The Technology Transfer Center informs the University's employees about the possibility of national and international cooperation. The Center for Science and International Cooperation, as needed, informs about emerging opportunities for cooperation through news on the department's website, the University's website, and through email and traditional correspondence addressed to the Chairpersons of the Scientific Disciplines Councils, the Director of the Doctoral School, and the Deans of the Faculties, with a request to disseminate information about cooperation opportunities to employees, doctoral students and students of the Faculties.

2.4. Training and development ('Education' Area)

At the training stage, researchers are guaranteed by relevant internal regulations the opportunity to contact a research supervisor and a representative of the University. At all stages of their careers, the University provides scientists with various opportunities for development by updating and expanding their skills and qualifications. Extensive access to scientific training and opportunities for ongoing professional development are present. A new website for the University as well as for the Doctoral School was built to streamline the transfer of information, remote activities. Regardless of the level of experience, employees can apply for various research and development and mobility projects, which are an indispensable part of professional

development. In this aspect, appropriate training is provided in various areas and information campaigns on the projects themselves are carried out on an ongoing basis. In order to maintain a high level of information, the University cooperates with, among others, the National Contact Point for European Union Research Programs or the Regional Contact Point of the Silesian University of Technology. The University also obtains funds for the further development of the Staff so that the Medical University of Silesia in Katowice becomes a competitive scientific and didactic center not only at the national, but also at the international level. The University continues to implement a project in the area of providing high quality service to foreign students and staff under the Welcome to Poland Program - Improving the competence of academic staff and the institution's potential in welcoming people from abroad. This takes on greater importance in the current international situation and the ongoing armed conflict across Poland's eastern border. The principle of including in competition announcements for the functions of heads of organizational units of the University a criterion concerning the activity in the field of training young scientists was introduced. Annual analysis of scientists' participation in training was introduced, with the aim of regularly evaluating the effectiveness of forms of qualification improvement. The Department of Personnel and Social Affairs, in consultation with the Center for Science and International Cooperation, developed a training evaluation questionnaire, with the aim of being able to prepare an analysis of scientists' participation in congresses, courses, training, but the Covid-19 pandemic limited this activity in terms of external training, outside the University.

Remarks

The strengths of the current and implemented activities so far in this area are access to scientific training and the possibility of continuous professional development. Elements still to be improved are:- group personalization of the training provided, by conducting surveys of what training interests employees the most,- introduction of evaluation of scientific supervisors by doctoral students and students working on diploma theses in order to improve the skills of scientific supervisors.

Have any of your short- and medium-term priorities changed?

The planned activities in the Plan in the following years 2019 - 2023 included the continuation of both short-term and medium-term goals. The Law 2.0 on Higher Education and Science, obliged, among other things, the adoption of a new University Statute, Organizational Regulations, University Strategy and other regulations, including those that will organize the

further implementation of research and scientific activities. New priority directions of scientific research continued to be expanded and introduced. The University constantly strives to promote activities aimed at publishing in the Open Access model as often as possible. In the analyzed Areas, no changes were noticed in the previously established priorities. Most activities are continuous, systematic or cyclical. However, due to the rapid progress of ICT, the constant threat in cyberspace, an aspect arises as to whether the activity "Updating ICT security documentation" should not change from a one-time nature to a continuous and systematic one. In terms of career development, the activity should be undertaken periodically and systematically with its updating and adaptation to changing regulations, instead of one-time. In addition, due to the new guidelines for granting professorships and postdoctoral degrees for employees, long-term priorities have changed, including the need to engage in the development of mobility.

Has any of the circumstances, in which your organisation operates changed and had an impact on your HR strategy?

Significant changes to both the day-to-day operation and implementation of the HR Strategy were brought about by the amendment to the Law on Higher Education and Science, which came into effect on October 1, 2018. The new law, also known as the Constitution for Science or Law 2.0, replaced four existing legal acts affecting the functioning of the University (among others: the Law on Higher Education, the Law on the Principles of Financing Science or the Law on Academic Degrees and Titles). The reform was aimed at improving the quality of Polish science and higher education. It assumes the creation of the best possible working conditions for academic teachers, enabling them to fully realize their potential and develop their careers. Thus, the action plan established in 2017 had to be integrated with the actions taken by the Ministry and the University Authorities to implement the reform's objectives. New regulations concerning, among other things, structure, financing, management, standards for evaluating the activities of other aspects of higher education forced measures to adapt the University to the changing legal situation. Work has begun on the most important documents defining the principles of the University's organization and operation, as well as analyses of the assumptions of the implemented strategies. Changes in the scope of the University's activities affected many areas of the organization. They included the need to amend the Statute of the University and to introduce relevant Regulations and other internal legal acts. Along with the content of the revised Statute, the Council of Scientific Fields and the Councils of Scientific Disciplines were introduced. Their areas of competence included conducting proceedings for the awarding of scientific degrees, substantive supervision of training at the Doctoral School

within the disciplines or scientific field, defining directions, defining strategies and plans for scientific research within the discipline or field, making recommendations on personnel policies for research and research and teaching staff with a view to ensuring a high scientific level of the discipline or field, and formulating rules on how to distribute and use the financial resources allocated to the discipline or scientific field within the framework of subsidies. One of the most important, fundamental changes was the creation of an additional body, in addition to the Senate and the Rector, in the form of the University Council, which was given numerous consultative and supervisory powers. The new law forced the establishment of a Doctoral School and related changes in the organization of doctoral education intended to improve the quality of teaching by, among other things, implementing an individual research plan for the doctoral student alongside the curriculum. The law introduced a new model for the organization and management of the University, also significantly changing its legal and labor elements. First of all, the burden of introducing many regulations was transferred from the level of Senate resolutions to orders of the Rector.

Are strategic decisions that affect the Action Plan being made?

The 2018 Law on Higher Education and Science introduced a number of significant changes that affected both the operation of the University and the Action Plan. Higher education reform has introduced major changes to the University's operations, financing and academic careers, among others. A new statute of the University was implemented, the architecture of the existing organizational structure was changed, and a strategy for the University's development was developed. The new regulations also necessitated measures to adapt the University to the changing legal situation by, among other things, introducing internal legal acts or appointing appropriate bodies of the University. The above changes are described in detail in the answer to the previous question 2. Due to the change in legislation, which introduced a new model for the organization and management of the University, the Action Plan established in 2017 had to be integrated with the measures taken by the Ministry and the University's authorities to implement the assumptions of the reform. The law, made many of the University's opportunities dependent on the results of the evaluation of scientific research, conducted every four years. The evaluation is subject to the scientific activities of universities conducted in three scientific disciplines: medical sciences, pharmaceutical sciences and health sciences. Due to the fact that many elements (including the authorization to grant degrees) of the University's functioning depend on the outcome of the evaluation, a cell was introduced to support administrative processes related to this part of the activity - the Scientific Activity Evaluation Department,

which deals with monitoring and evaluation of the University's scientific and research activities, and prepares reports and analyses in the field of scientific activity. In this regard, it closely cooperates with the Vice Chancellor for Science and International Cooperation and the staff carrying out scientific and research activities.

No.	Tasks	GAP Principle	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator	Current status
A1	Constant tracking of economic trends; joining the Prosilesia Biznes-Nauka-Samorząd Association operating at the Marshal Office of the Silesian Province; implementation of the decision-making process on the commercialization of research results	1. Research freedom 2. Ethical principles	October 2017 onwards	The Rector's Proxy for Developmental Programmes and Innovation Vice-Rector for Science		In progress
	Remarks	Establishment of the Clinical Research Support Center of the Medical University of Silesia. November 3, 2022. Develop transparent commercialization procedures. Increase the number of ongoing scientific and research projects financed from external sources, including international initiatives (e.g. Horizon Europe, EU Health Program 2014-2020). Implementation of the Project within the framework of the Operational Program Knowledge Education Development co-financed by the European Social Fund. Obtaining APHEA international accreditation for the public health course, conducted by the Department of Public Health in Bytom. Cooperation with the National Health Fund, SUM activity within the Conference of Rectors of Academic Medical Universities (KRAUM). SUM's cooperation with the socio-economic environment in the region and undertaking activities related to the transfer of research results, scientific thought, processes, patents or original ideas to the economy for practical application is planned under the task of implementing an appropriate commercialization strategy at the University. Resolution No. 46/2019 of the Senate of the SUM of June 26, 2019 on the adoption of the rules of management of copyright and related rights and industrial property rights and the rules of commercialization of the results of scientific research and development works at the Medical University of Silesia in Katowice is in force.				
A2	Evaluation of strategic documents for priorities of the University studies; determining the priority areas: 1) civilisation diseases, in particular cancerous diseases (including: learning about the mechanisms of civilisation diseases), 2)	1. Research freedom 2. Ethical principles	October 2017 onwards	The Rector's Proxy for Developmental Programmes and Innovation Vice-Rector for Science; the Senate Scientific	posted on the University website 14.03.2018 and on the website	Extended

	medical, psychological and social aspects of aging processes, 3) concepts of new treatments (including new drugs and prevention of non-communicable chronic diseases, e.g. cardiovascular diseases, cancer, renal diseases), 4) regenerative medicine (including the use of stem cells, tissue engineering), 5) modern technologies in medicine including new medicines and concepts of treatments of drug resistant pathogen infections			fic Board Scientific Board	of the Department of Science and International Cooperation of the Medical University of Silesia 15.03.2018 (a separate tab on this topic was created) /www.sum.edu.pl), e.g. in the description of the University's activities	
	Remarks	The priority research directions of SUM were modified on 16/11/2021, which are: 1) diseases of civilization, especially cancer (including: learning about the mechanisms of civilization diseases), 2) medical, psychological and social aspects of aging processes, 3) concepts of new ways of diagnosis and treatment (including new drugs and prevention of new non-communicable, infectious and chronic diseases, such as cardiovascular diseases, cancer, kidney diseases, COVID-19) 4) regenerative medicine (e.g., stem cells, tissue engineering), 5) modern technologies in medicine, including new drugs and concepts for treating infections with drug-resistant pathogens. 6) rare diseases. Information has been made available at: https://nauka.sum.edu.pl/priorytetowe-kierunkibadan-naukowych.				
A3	Training programmes in the area of ethics	2. Ethical principles	November 2016 onwards	Deans of Schools, Personnel of the Chair of Social Sciences and Humanities, School of Health Sciences in Katowice.	Website with e-learning http://sum.edu.pl/	Extended

	Remarks	1) The staff of the Department of Philosophy and Bioethics in the 2018/2019 academic year prepared and organized a series of four training courses on research ethics in the form of e-learning for employees of the University. Upon completion of the trainings, certificates were sent or handed over to participants in person (216 people). 2) Employees have asynchronous access to ethical principles in scientific research, which are made available on the website https://nauka.sum.edu.pl/zasady-etyczne-w-badaniach-naukowych/ 2) Provision of the Code of Ethics for Research Workers (Appendix to Resolution No. 2/2020 of the General Assembly of the Polish Academy of Sciences of June 25, 2020) to employees on the website https://nauka.sum.edu.pl/wp-content/uploads/2021/12/zal_1_u_11617_zasady_etyczne.pdf .				
A4	Organisation of training programmes, including e-learning scheme, in the area of research programme management, acquisition, use and clearing of the research study funds	2. Ethical principles 3. Professional responsibility	September 2017 onwards	Rector's Proxy for Developmental Programmes and Innovation / Centre for Technology Transfer Department of Science and International Cooperation. IT and computerisation centre	http://sum.edu.pl/	In progress
	Remarks	As a result of constant efforts to improve the efficiency of the research work carried out, Resolution of the Senate dated 29.06.2022. No. 39/2022 established new rules for application, distribution of teaching and research subvention for maintenance and development of research potential of organizational units of the Medical University of Silesia in Katowice, implementation and evaluation of financed research tasks. New Organizational Regulations of the University were also developed and introduced by Order No. 150/2019 of the SUM Rector dated 16.09.2019. All legal acts are constantly available on the website www.sum.edu.pl . The Organizational Regulations are continuously updated - the last updated 28.02.2023. Ordinance No. 27/2023. A tab titled Law 2.0 has been created on the University's website: http://sum.edu.pl/pobierz-pliki-ustawa-2-0 The SUM Center for Informatics and Informatization, in cooperation with CDiSM, has upgraded and implemented a new e-learning platform.				
A5	A new University Statute and Organisational Regulations have been developed	2. Ethical principles 3. Professional responsibility	September 2017 onwards	Rector's Proxy for Developmental Programmes and Innovation / Centre for Technology Transfer Department of Science and International Cooperation.		Completed

				IT and computerisation centre		
	Remarks	1) New Statutes of the University adopted in accordance with Resolution No. 1/2023 of the Senate of the Medical University of Silesia in Katowice dated January 25, 2023. 2) Organizational Regulations are updated on an ongoing basis - the last update dated 28.02.2023. Ordinance No. 27/2023.				
A6	Update of internal regulations. Update of regulations for preparation of applications and accomplishment of projects financed or co-financed through non-refundable state or international funds.	2. Ethical principles 3. Professional responsibility	September 2017 onwards	Rector's Proxy for Developmental Programmes and Innovation / Centre for Technology Transfer Department of Science and International Cooperation. IT and computerisation centre	The Rector's Regulation No. 124/2017 of 17 August 2017	In progress
	Remarks	The Regulations for the preparation of proposals and implementation of projects financed or co-financed by domestic or foreign non-reimbursable funds (No. 194/2020, dated October 30, 2020) were updated				
A7	Monitoring of regulations on implementation of scientific and research projects	2. Ethical principles 3. Professional responsibility	Already accomplished	Centre for Technology Transfer Department of Science and International Cooperation.		In progress
A8	Update of documents regarding information security. An audit of the security of the ICT system.	2. Ethical principles 7. Good practice in research	Accomplished in 2016 (November, June, December 2016), December 2018	The Rector's Proxy for Security of Confidential Information Information Security Administrator.	The Rector's regulation no. 180/2016 of 10 Nov. 2016	Completed
	Remarks	Order of the Rector of SUM dated 28.01.2022 No. 18/2022 on the rules and procedures of remote work for non-academic staff at the Medical University of Silesia in Katowice Procedures and modalities; Order of the Rector of SUM dated 18.02.2020 No.: 212/2020 on: the manner of securing personal data of special categories for scientific and research work at the Medical University of Silesia in Katowice Physical security; Order of the Rector of SUM dated 17.12.2020 No. 219/2020 on: personal and physical security at the Medical University of Silesia in Katowice. A 2020 information security and personal data protection audit was conducted (Order 155/2020). 2 In accordance with Order No. 20/2022,				

		an Information Security and Personal Data Protection Audit of the Portage Management System was conducted on February 1, 2022. The audit activities began on February 28, 2022, and ended on December 28, 2022				
A9	Data retrieval processes were upgraded, purchased devices that enable a higher level of security of backups from computer devices that process data in the field of scientific research	2. Ethical principles 7. Good practice in research	Started in March 2017	The Rector's Proxy for Security of Confidential Information; Information Security Inspector; Information Security Administrator.		Completed
A10	Training programme in setting of backups was accomplished.	Ethical and professional principles	Started in July 2016	Information Security Administrator	The Rector's Regulation no. 92/2016 ; Rector's Regulation no. 76/2018	Completed
	Remarks	Backup training was carried out in accordance with the adopted mandatory employee training program for 2016 - 2021.				
A11	Establishment of a unit for transfer of technologies and innovation	2. Ethical principles	Technology Transfer Centre has been operating since 1 Jan. 2017.	Senate former Department for Projects, Development Programmes and Innovation (now The Centre for Transfer of Technologies) Vice-Rector for Science/ Department of Science and International Cooperation.	the Resolution of the Senate No. 149/2016 of 23 Nov. 2016.	Completed
	Remarks	Senate Committee on Science SUM, Rector of the Medical University of Silesia in Katowice Vice-Rector for Development and Technology Transfer, Technology Transfer Center				
A12	Promotion of published results of scientific studies on Open Access basis	2. Ethical principles 8. Dissemination	July 2018 onwards	Library of the Medical University of Silesia,	On the Library's website, in the	In progress

		n,exploitation of results		The University Publishing House, IT and Computerization Centre, Medical University of Silesia	Bibliography and Bibliometrics section, there is an Open Access file, http://annales.sum.edu.pl	
	Remarks	On the website of the Polish Medical Platform https://ppm.sum.edu.pl/index.seam, of which the SUM Library is a co-founder, there is an "About PPM" tab, and in it there is "Openness in Science," where you can find materials on openness in PPM, ministerial recommendations and a discussion of CC licenses. At the SUM Doctoral School, within the framework of the subject "Medical Scientific Information", classes are conducted on the subject of Open Access Activities conducted by the SUM Publishing House: 1. scientific articles published in the journal <i>Annales Academiae Medicae Silesiensis</i> (http://annales.sum.edu.pl) are made available according to the GratisOpen Access model. This means free access to content that can only be read or used within the framework of permitted private use. 2. publication of articles submitted to the journal <i>Annales Academiae Medicae Silesiensis</i> is under a free Creative Commons Attribution License. In July 2022, ICI provided a service to design, develop and implement an interface for accessing data (API) from the Expertus application of Splendor (Publication Bibliography database of the Medical University of Silesia in Katowice) used by the Medical University of Silesia in Katowice to the PPM knowledge and research potential management system. https://biblioteka.sum.edu.pl/index.php?option=com_content&view=article&id=928&Itemid=874&lang=pl Placement of the SUM journal entitled <i>Annales Academiae Medicae Silesiensis</i> in the ministerial list of scientific journals (Announcement of the Minister of Education and Science dated December 1, 2021) annales.sum.edu.pl				
A13	Providing open access to the university repository for publications following the scientific and research studies, Joining the project "Polish Medical Platform: a portal for managing knowledge and research potential"	2. Ethical principles 8. Dissemination, exploitation of results	July 2018 onwards	Library of the Medical University of Silesia,		Completed
	Remarks	On June 30, 2020, the SUM Repository was launched as a local platform under the project "Polish Medical Platform: portal for knowledge management and research potential" (contract number POPC.02.03.01-00-0008/17-00) https://ppm.sum.edu.pl/index.seam The SUM repository is part of the central domain repository of the PPM Platform, gathering digital objects of affiliated institutions in one place https://ppm.edu.pl/index.seam On the basis of the Openness Policy adopted by the SUM Senate resolution in 2018 (Resolution No. 127 /2018 of 24.10.2018), the SUM repository regulations were developed in 2020 - Orders No. 167 and 168 of the SUM Rector of September 18, 2020.				

		Publications under openlicenses are searched on an ongoing basis by the staff of the Bibliographyand Bibliometrics Department, and then posted by librarians on the PPMplatform. As of 22.05.2023, the number of OA publications in the SUMRepository is 5190, of which 649 were uploaded in 2022"				
A14	Preparation of a newsletter distributed among and informing communities outside the Medical University of Silesia about the scientific and research achievements, an Information Brochure about SUM's scientific activity has been prepared and forwarded to intermediaries, which may help in establishing cooperation between the Medical University of Silesia and entities from abroad dealing with scientific activities. In 2018, the Medical University of Silesia joined Magna Charta Observatory - a prestigious association of European universities.	2. Ethical principles 9. Public engagement	September 2017 onwards	Department of Students' Careers and Promotion of the University/ University Spokesman IT and computerisation centre, Medical University of Silesia The Centre for Transfer of Technologies Department of Science and International Cooperation.	regular posting information on the university's website and in the newsletter; regular passing the information on scientific and research achievements to the media (press), organisation of press conferences	In progress
	Remarks	"Newspaper of the Medical University of Silesia in Katowice" is publishedsystematically in a three-month cycle. It is dedicated to the scientificachievements of SUM employees and students. We also publish popularscience articles, the authors of which are often SUM employees, butmostly employees of the Press Office. Interviews with scientists andstudents about their current successes or plans are also published. Wepresent the successes of our teaching hospitals. The newspaper isprepared by the Press Officer's Office and sent electronically to recipients.				
A15	Creation of the website page Polish/English informing about the accomplished scientific and research studies	2. Ethical principles 9. Public engagement	September 2017	Department of Students' Careers and Promotion of the University/ University Spokesman IT and computerisation	www.sum.edu.pl ; http://logohr.sum.edu.pl , www.prjekty-naukow	Completed

				centre, Medical University of Silesia	o-badawcze.sum.edu.pl	
				The Centre for Transfer of Technologies		
				Department of Science and International Cooperation.		
	Remarks	The internal website at: www.projekty-naukowo-badawcze.sum.edu.pl provides materials on the subjects of the entity's contracts for the implementation of statutory work, for the implementation of scientific and research work by a young scientist/doctoral student, financed by funds allocated for science under the teaching and research subvention from the Ministry of Health. Work is currently underway to supplement the data with contracts for research work for 2022.				
A16	Introducing changes in the evaluation of the scientific and teaching personnel which should consider the number of publications, the quality of achievements and mobility of the staff, in particular throughout the international centres.	2. Ethical principles	January 2018 onwards	Deans of the Schools/ Heads of Units, Medical University of Silesia		In progress
				HR and Social Affairs Department		
	Remarks	Department of Evaluation of Scientific Activities Evaluation of the quality of scientific activities according to the Law: Law on Higher Education and Science, which covered 2017-2021 and began on January 1, 2022. The Personnel and Social Affairs Department is developing new regulations for employee evaluation.				
A17	Updates of competition announcements	12. Recruitment	January 2018	HR and Social Affairs Department, Deans of the Schools/ Heads of Units, Medical University of Silesia	Letter No. 1/2014 of 14 January 2014 issued by the Rector of the Medical University of Silesia in Katowice (i.e. on 20/06/2018)	Completed

	Remarks	Information necessary in this regard is made available at: https://pracownik.sum.edu.pl/podstawowe-instrukcje-regulaminy-i-procedury/#toggle-id-1 1.				
A18	Extending the time between publication and vacancy and the deadline for completing applications.	12. Recruitment	January 2018	HR and Social Affairs Department, Deans of the Schools/ Heads of Units, Medical University of Silesia		Completed
	Remarks	Actions taken by the Personnel and Social Affairs Department: - Optimization of the time between the announcement of the vacant position and the deadline for submitting applications - candidates seeking to be hired for an academic position have one month to submit their applications (The announcement lists the documents required for recruitment. From the moment the competition is announced, there are 30 days to submit documents - Article 119(3) and (4) of the Law on Higher Education and Science).				
A19	Implementation of competition procedures for external members of research teams	12. Recruitment	January 2018	HR and Social Affairs Department Technology Transfer Centre		In progress
	Remarks	Activities undertaken by the Technology Transfer Center: - conducting competition procedures for team members in programs where this is required				
A20	Training programme for members of the Board evaluating candidates for academic positions	12. Recruitment 14. Selection (Code)	January 2018 onwards	HR and Social Affairs Department Deans of the Schools/ Heads of Units, Medical University of Silesia		Completed
	Remarks	Hiring Competition Committees for the positions of academic teachers in organizational units were established in the various Departments by Order No. 23/2020 dated 19.02.2020, followed by amending Orders: Ordinance No. 141/2021 dated 07.09.2021 and Ordinance No. 172/2021 dated 20.10.2021. Amending Orders are introduced when there is a change in the member or members of the Commission				
A21	Introducing possibility of acceptance of external expert opinion upon recruitment procedures	12. Recruitment 14. Selection (Code)	January 2018 onwards	HR and Social Affairs Department Deans of the Schools/ Heads of Units, Medical		Completed

				University of Silesia		
	Remarks	In the case of competitions for positions of academic teachers, there was no need to use the opinions of external experts. However, in the case of competitions for managerial positions, in accordance with §2 item 3 of Appendix No. 2 to the SUM Organizational Regulations, the meetings of the Commission appointed to conduct a competition for the position of head of a Clinic or clinical department may be attended by the head of the relevant medical entity in an advisory capacity. Accordingly, the Director/President of the Hospital shall participate in the meetings.				
A22	Valid recruitment procedures comprising also the Competition Board's obligation to include in the records the advantages and disadvantages of candidates for academic positions	12. Recruitment 15. Transparency (Code)	January 2018 onwards	Competition Board	Letter No. 2/2016 of 03.08.2016 issued by the SUM Rector	Completed
A23	Regular updating of announcements of competitions for academic teaching positions	12. Recruitment 15. Transparency (Code)	January 2018 onwards	HR and Social Affairs Department		Completed
	Remarks	"Actions taken by the Department of Labor and Social Affairs: - ongoing updating of the content of competition announcements - content of competition announcements in accordance with applicable regulations"				
A24	Supplementing the templates of diplomas issued by the Medical University of Silesia with a logo informing about level affiliation with the Polish Qualification Framework. Recognition of such logos on diplomas issued by other universities, including the international ones, and recognition of qualifications pursuant to the provisions of law	12. Recruitment 19. Recognition of qualifications (Code)	1 October 2017 onwards	HR and Social Affairs Department The Centre for Transfer of Technologies Department for Studies and Students Department of Science and International Cooperation.		Completed
	Remarks	1. Graphic signs on diplomas are respected accordance with the current legislation 2. Letterhead includes HR LOGO				
A25	Preparation of an "Information Package" regarding the whole area of the work terms and conditions and social security to find the University policies, the legal grounds and opportunities for the University employees.	12. Recruitment	December 2017 onwards	Department of Students' Careers and University promotion		Completed

				HR and Social Affairs Department		
				Payroll Department,,		
	Remarks	Information package has been posted on the University's website and is updated on an ongoing basis in accordance with current regulations.				
A26	Increased membership of junior scientists in expert boards	12. Recruitment 19. Recognition of qualifications (Code)	January 2018 onwards	Deans of the Schools		In progress
	Remarks	Doctoral students of the Doctoral School in accordance with the Regulations of the Doctoral School constituting Appendix No. 1 to Resolution No. 45/2019 dated 26/06/2019, as amended, are entitled to actively participate in committees and other university teams. As of 2019, doctoral students are part of, among others: 1. the Senate 2. the Council of the Doctoral School 3. the University Disciplinary Committee for doctoral students 4. the University Disciplinary Appeals Committee for Doctoral Students 5. the HR LOGO Team 6. sub-team for quality of education 7. doctoral students' self-government 8. the Scholarship Committee 9. the Doctoral School Recruitment Committee (until 2021) Resolution No. 18/2021 on amending the Regulations of the Doctoral School of the Medical University of Silesia in Katowice => this hangs on the website of the Doctoral School new Resolution No. 25/2023 dated 22.03.2023 regarding: amendment of Resolution No. 45/2019 of the Senate of the Medical University of Silesia in Katowice dated June 26, 2019 on the introduction of the Regulations of the Doctoral School of the Medical University of Silesia in Katowice.				
A27	Training programmes for the Heads of Units, Medical University of Silesia in the area of team management, coaching and mentoring	12. Recruitment 19. Recognition of qualifications (Code)	March 2018 onwards	HR and Social Affairs Department		In progress
	Remarks	The Center for Remote Learning and Educational Outcomes Analysis will offer a webinar/training course on "The ABCs of Team Management for SUM employees in leadership positions". 1) The only thing certain is change, or how to manage it effectively?" - training for employees in managerial positions - 19.09.2023 2) Feedback as a key communication tool - training for employees holding managerial positions - 05.09.2023 3) ABC of team management according to Blanchard - for SUM employees holding managerial positions - 31.08.2023 https://ckz.sum.edu.pl/tematy/dostepne/nauczyciele-pracownicy/				
A28	Applications for finance to extend and upgrade the University infrastructure	12. Recruitment 23. Research environment	In progress	Department of Investments The Centre for Transfer of Technologies		In progress

				Department of Science and International Cooperation. Technical Department The Bursar Deans of the Schools, Medical University of Silesia		
Remarks	Activities undertaken by the Investment Department : - analyzing the current needs of the University in terms of investment tasks planned for implementation in correlation with external sources of financing - regular search for competition calls announced by the Office of the Marshal of the Silesian Voivodship, enabling the implementation of the above tasks, financed from EU and regional funds - in the case of the possibility of obtaining subsidies from national funds (MEiN, MZ, City Offices, etc.) completing documents allowing the preparation of an appropriate Application for grant; - Investments carried out after 2019 for which subsidies have been obtained: 1. Investment task: "Execution of thermal modernization of the facilities of the Medical Theory Departments in Katowice-Ligota at 18 Medyków Street of the Medical University of Silesia in Katowice" including: Thermal modernization of the facilities of the Departments of the Theory of Medicine in Katowice-Ligota consisting of reconstruction with thermal insulation and color change of the facade and installation of lightning protection system of the buildings of the Medical University of Silesia in Katowice at 18 Medyków Street located on plots of land no.: 7/39 k.m. 62 and 1/11 k.m. 65 precinct Ligota as well as Design of central heating installation, mechanical ventilation and installation of solar collectors in buildings of Medical University of Silesia in Katowice at 18 Medyków street located on the grounds of plots no.: 7/39 k.m. 62 and 1/11 k.m. 65, Ligota precinct, carried out within the framework of the investment task named: "Execution of thermal modernization of the facilities of the Department of Theory of Medicine in Katowice - Ligota at 18 Medical University of Silesia Street in Katowice". - Subsidies were obtained from the National Fund for Environmental Protection and Water Management - the value of the subsidy is PLN 14,044,311.59. Investment completed (implementation in 2014 - 2020). 2. investment task: "Research and Implementation Center Silesia - LabMed. - subsidy was obtained from the Regional Operational Program of the Silesian Voivodeship for 2014 -2020 Priority Axis I "Modern Economy" Measure 1.1 "Key research infrastructure for the region."" - Grant value - PLN 69,514,884.67 (implementation in 2014 - 2020); - "Construction of Laboratories in the main building i.e. Integrated Data Transfer Center, Biochemical and Molecular Biology Laboratory of the Medical University of Silesia in Katowice located in Zabrze - Rokitnica at 19 Jordana Street" -(BASEMENT). Implementation in 2018 - 2019. - "Reconstruction and change of use of the Villa building to the Laboratory of Dental Development in Zabrze - Rokitnica at 17 Jordana Street" (WILLA). Implementation in 2018- 2019. - "Silesian Nanomicroscopy					

		Laboratory of the Medical University of Silesia in Katowice located in Zabrze Rokitnica at 19 Jordana Street" (OKRAŁGLAK). Implementation in 2018 - 2020. -Research and Implementation Center Silesia - LabMed (BioBank).Implementation in 2019 - 2021 Investment in progress - purchase of equipment. 3. Investment task: "Reconstruction and adaptation of premises and thermal modernization of the building of the Department of Public Health in Bytom at 18 Piekarska Street to current regulations." - obtained a grant from the Regional Operational Program of the Silesian Voivodeship for 2014 - 2020 Priority Axis IV "Energy efficiency and renewable energy sources and low-carbon economy" Measure 4.3 "Energy efficiency and renewable energy sources in public and residential infrastructure" - value of co-financing - PLN 1,402,423.91. Investment completed (implementation in 2015 - 2021). 4. Execution of thermal modernization of the building of the Faculty of Health Sciences in Katowice- Ligota National Fund for Environmental Protection and Water Management. Implementation in 2018 - 2020 Investment completed (implementation in 2018 - 2020). 5 Investment task: Silesian Digital Medical Platform eCareMed - Telemedicine and medical data mining (together with the task entitled Integration of teleoncology services of the University Clinical Center into the Silesian Digital Medical Platform eCareMed and with the task entitled Integration of telecardiology and teleneurology of the Prof. L. Giec Upper Silesian Medical Center into the Silesian Digital Medical Platform eCareMed) RPO WSL 2014-2020; Implementation in 2018 - 2023. Investment in progress. - Investments implemented in 2020 - 2023 for which subsidies were obtained: 1. Ongoing Investment Task: "Evaluation of the effectiveness of the innovative model of the first comprehensive MS center in Poland, Zabrze, 3-go Maja Street". - A grant was obtained from the Ministry of Health and Higher Education - the value of the grant is PLN 11,759,500.00. Investment in progress - purchase of equipment (implementation in 2020 - 2023) . 2. Investment task: "Establishment of a Genetic Laboratory for the Department of Biochemistry located in ZTM segment C2 in Katowice-Ligota, Medyków Street; Financed from own funds. Contract or construction works for the value of: PLN 3,391,019.82."				
A29	Optimization of mechanisms for effective use of specialist research apparatus by creating its basis	12. Recruitment 23. Research environment	accomplished	Heads of Units, Medical University of Silesia Tangible Asset Records	http://ba.izaeksper.tow.sum.edu.pl/apar_index.php	Completed
A30	Motivating the personnel to undertake initiatives and apply for finances to purchase, create or extend the existing research infrastructure	12. Recruitment 23. Research environment	In progress	Technical Department, Department of Investments The Bursar, Deans of the Schools	www.nauka.sum.edu.pl	In progress

				The Centre for Transfer of Technologies Department of Science and International Cooperation. Vice-Rector for Science		
	Remarks	The Vice-Rector for Science provides the Deans of each Faculty with information on an ongoing basis about the possibility of applying for an earmarked grant for investments related to scientific activities for a given calendar year, including scientific and research apparatus worth more than PLN 500 thousand, construction investments and IT investment. Heads of units interested in the grant submit an application to the Center for Science and International Cooperation, which provides administrative support for the entire application process. The website www.nauka.sum.edu.pl provides information on the scope, procedures, legal acts and how to apply for funds. In the period from 2020 to August 31, 2022, the University incurred expenditures on research equipment in the amount of PLN 8,160,191.29. Do you have any other data containing in the period 2019-2023? 2. The University provides the possibility to use research infrastructure with its simultaneous transfer to another organizational unit of the SUM for the purpose of performing scientific research or development work, which is regulated by Resolution No. 28/2015 of the Senate of the Medical University of Silesia in Katowice dated March 25, 2015. 3. Based on the Decision of the Minister of Science and Higher Education dated 01.06.2020. SUM was granted funds in the amount of PLN 11,759,500 for the implementation of the investment entitled: "Evaluation of the effectiveness of the innovative model of the first comprehensive center for MS patients in Poland", of which PLN 8,535,417.11 has already been spent (do the amounts agree? has the project already been completed?). Answer: The value of the grant agrees. By 25.05.2023 spent 9,981,190,- PLN gross. The project in progress - the construction part has been completed, the purchase of equipment is in progress, implemented by the Procurement Department. The project, according to the Agreement with the Ministry of Health, is to be completed by the end of 2023. 4. By the decision of the Ministry of Health dated 31/12/2020. The University received funding in the amount of PLN 10,000,000.00 for "financing the creation of a modern University diagnostic laboratory and the implementation of solutions aimed at building a virtualized environment to enable the launch of remote work services, providing support for the mobility of scientific and administrative staff outside the University's premises, and the development of technical infrastructure." - Has this project already been implemented? What expenses have been incurred by the University? Over the course of 2018-31.08.2022, the investment continued with the creation of scientific laboratories entitled: Silesia Agency of Research and Implementation Center. To date, expenditures of PLN 95,283,316.61 have been reported."				
A31	Work Regulations developed at the Medical University of Silesia contain a record of the	12. Recruitment	Under accomplishment	HR and Social Affairs Department		Extended

	inadmissibility of any discrimination in employment, direct or indirect, in particular on grounds of sex, age, disability, race, religion, nationality, political convictions, trade union membership, ethnicity, religion, sexual orientation etc.	27. Gender balance		Deans of the Schools		
	Remarks	"On 21/10/2022, the Order of the SUM Rector No. 160/2022 on: GenderEquality Plan of the Medical University of Silesia in Katowice wasintroduced. The Gender Equality Plan for SUM was prepared by the Teamappointed by the Rector's Order with the cooperation of the administrativedivision staff, and received a positive opinion from the Vice Rector forAcademic Affairs and Students, the Chairperson of the Gender EqualityTeam, and Ms. Prof. Violetta Skrzypulec-Plinty, MD, a member of theGender Equality Team - an expert on the issue of gender equality. As a corrective measure to prevent discrimination, the Anti-Discrimination Commission was established - by Order No. 199/2021 dated 21/12/2021.https://student.sum.edu.pl/komisja-ds-przeciwdzialania-zjawiskom-niepozadanym/ Commission for Counteracting Problems of Bullying,Sexual Exploitation and Discrimination and Other Undesirable Behaviorsamong Students and Doctoral Students at the Medical University of Silesiain Katowice established by Order No. 1/2021 dated January 7, 2021.Rector of SUM: https://student.sum.edu.pl/2021/01/13/powolanie-komisji-ds-przeciwdzialania-problemom-mobbingu-wykorzystywania-seksualnego-i-dyskryminacji-oraz-innym-zachowaniom-niepozadanym-wsrod-studentow-i-doktorantow-w-slaskim-universytecie-medyczn/ On21/10/2022, the Order of the SUM Rector No. 160/2022 on: GenderEquality Plan of the Medical University of Silesia in Katowice wasintroduced. The Gender Equality Plan for SUM was prepared by the Teamappointed by the Rector's Order with the cooperation of the administrativedivision staff, and received a positive opinion from the Vice Rector forAcademic Affairs, the Chairperson of the Gender Equality Team, and Ms.Prof. Violetta Skrzypulec-Plinty, MD, a member of the Gender EqualityTeam - an expert on the issue of gender equality. As a corrective measureto prevent discrimination, the Anti-Discrimination Commission wasestablished - by Order No. 199/2021 dated 21/12/2021.https://student.sum.edu.pl/komisja-ds-przeciwdzialania-zjawiskom-niepozadanym/ Commission for Counteracting Problems of Bullying,Sexual Exploitation and Discrimination and Other Undesirable Behaviorsamong Students and Doctoral Students at the Medical University of Silesiain Katowice was established by Order No. 1/2021 dated January 7, 2021.Rector of SUM: https://student.sum.edu.pl/2021/01/13/powolanie-komisji-ds-przeciwdzialania-problemom-mobbingu-wykorzystywania-seksualnego-i-dyskryminacji-oraz-innym-zachowaniom-niepozadanym-wsrod-studentow-i-doktorantow-w-slaskim-universytecie-medyczn/"				
A32	Preparation of formalized strategy for career development of the University scientific staff, including the role of scientific advisers	12. Recruitment 27. Gender balance	March 2018	Vice-Rector for Science, Deans of the Schools		Completed

				HR and Social Affairs Department		
	Remarks	The "Information Package" includes the criteria that must be met for hiring or promotion to particular positions. In competition announcements for managerial positions, a criterion is included for activities in the training of young personnel				
A33	Development of the social offer of the Medical University of Silesia	12. Recruitment 27. Gender balance	March 2018	HR and Social Affairs Department Vice-Rector for Science Deans of the Schools Payroll Department Department of Students' Careers and Promotion of the University		In progress
	Remarks	Regulations of the Company Social Benefits Fund of the Medical University of Silesia in Katowice (Order No. 48/2022 dated 18.03.2022. Rector of the Medical University of Silesia in Katowice amending Ordinance No. 17/2006 dated 10.02.2006, as amended) New Ordinance 45/2023 dated 06.04.2023 Employee vacation subsidies (Appendix No. 7 to the consolidated text of 18.03.2022. Regulations of the Company Social Benefits Fund of the Medical University of Silesia in Katowice.				
A34	Regular informing about cooperation opportunities delivered through newsletters/ information published on websites of the Department of Science and International Cooperation and the Centre for Transfer of Technologies	12. Recruitment 29. Value of mobility	Under accomplishment	Technology Transfer Centre Department of Science and International Cooperation	http://sum.edu.pl/nauka/centrum-transfer-u-technologii	In progress
	Remarks	The Center for Science and International Cooperation, as needed, informs about emerging opportunities for cooperation through news on the department's website, the university's website, and through e-mail and traditional correspondence addressed to the Chairpersons of the Scientific Disciplines Councils, the Director of the Doctoral School, and the Deans of the Faculties, with the request to disseminate information about cooperation opportunities among the employees, doctoral students and students of the Faculties - all necessary and new information is updated on a current basis by the staff of the SUM Center for Science and International Cooperation on the website science.sum.edu.pl and https://szkoladoktorska.sum.edu.pl/				

A35	Implementation of career counselling scheme for the personnel and the doctoral students	12. Recruitment 28. Career development	September 2017	Heads of Units, Medical University of Silesia		In progress
	Remarks	Doctoral students of the doctoral school and doctoral students who started their doctoral studies before 2019/2020 are not covered by career counseling. Doctoral students may apply for employment in units of the Medical University of Silesia in Katowice in accordance with the rules set forth in the recruitment announcements. Nevertheless, it should be noted that the introduction of doctoral school education has resulted in the inability of a doctoral student to work as an academic teacher or researcher until the mid-term evaluation, which is conducted in the middle of the training period (after the second year)-Article 209, paragraph 10 of the Law on Higher Education and Science.				
A36	Extension of competence of the Department of Students' Careers and Promotion of the University to include career counselling for the University personnel	12. Recruitment 28. Career development	January 2018	Rector, Department of Students' Career and Promotion of the University		In progress
A37	Simplification and clarification of the route for notification of invention projects to protect the intellectual property rights (implementation of the Notification Form for such projects; information included in the University website)	12. Recruitment 31. Intellectual Property Rights	May 2017	Department of Science and International Cooperation	SUM website	Completed
	Remarks	The Invention Project Application Form was introduced which constitutes Appendix No. 1 to the Order No. 106/2019 dated 19.06.2019. Rector of SUM. Information on the path of the invention project application procedure has been posted on the website: science.sum.edu.pl				
A38	Protection of intellectual property rights in project accomplishment agreements with external parties	12. Recruitment 31. Intellectual Property Rights	Under accomplishment	Technology Transfer Centre Department of Science and International Cooperation		In progress
	Remarks	In 2021-2022, SUM signed 33 scientific and research cooperation agreements aimed at mutual cooperation in the conduct of scientific activities and research, joint publication and enhancing the parties' scientific capacity. In agreements on international cooperation, the provisions shall apply that none of the Parties shall be allowed to transfer intellectual property rights, patents, copyrights or other property rights arising from the implementation of cooperation under this Agreement without the consent of the other Parties. The Parties shall have equal rights to the jointly made results, inventions, discoveries and achievements created during the cooperation unless the Parties agree otherwise, in writing. In addition, the Parties shall be co-owners of jointly developed intellectual property resulting from the joint project. Each Party undertakes that upon receipt of information from the other that clearly should be covered by confidentiality, it will take the necessary steps - to the extent permitted by law - to protect the intellectual property rights thus				

		obtained. It is also evident from the provisions of the international cooperation agreements that in the course of achieving the mutual goals indicated in the agreement, both Parties will maintain contacts based on the principle of equality, genuine partnership, and remain in mutual trust and respect.				
A39	Changes in the employee evaluation system ensuring better appraisal of the teaching skill value.	33. Teaching	January 2018	HR and Social Affairs Department The Rector Deans of the Schools	Regulation No. 120/2018 of 29/06/2018 Rector of the SUM	In progress
	Remarks	Actions taken by the Deans of the Faculties 1. organization of the annual competition ""The best SUM lecturer"", during which the best academic teachers are selected. 2. proposal for modification of the employee evaluation card, taking into account the evaluation of students in the field of teaching.				
A40	Implementation and use by the Deans of the Schools of the experience criteria in the development of junior scientific staff as one of the major requirements presented to candidates for the University management positions	33. Teaching 37. Supervision and managerial duties	March 2018 onwards	Deans of the Schools together with the HR and Social Affairs Department		In progress
	Remarks	Consideration of a criterion in competition announcements for the functions of heads of SUM organizational units regarding the activity of training young scientific staff				
A41	Introducing an annual analysis of the participation of scientists in trainings in order to regularly assess the effectiveness of forms of raising qualifications.	33. Teaching 39. Access to research training and continuous development	March 2018 onwards	the HR and Social Affairs Department	Letter of 27.04.2018 ref. no. KNW-0723/251/15/10/2018	In progress
	Remarks	The Department of Personnel and Social Affairs, in consultation with the Center for Science and International Cooperation, has developed a training evaluation questionnaire, with the aim of being able to prepare an analysis of scientists' participation in congresses, courses, training, etc.				
A42	Implementation of the Gender Equality Plan	27. Gender balance		Vice-Rector for Studies and Students A Team for Gender Equality	1. order of the SUM Rector No. 127/2022 dated 25.07.2022 2. Order of the SUM Rector	NEW

					or No. 160/2022 dated 21/10/202 2.	
	Remarks	A Team for Gender Equality at the Medical University of Silesia in Katowice was established. The task of the Team was to develop a strategic document aimed at diagnosing problems, planning activities, implementing solutions, as well as monitoring and evaluating a set of activities aimed at promoting gender equality among the academic community through institutional and cultural changes. As a result of the Team's work, the Gender Equality Plan for the Medical University of Silesia in Katowice has been introduced. The Gender Equality Plan is a strategic plan for equality activities, adopted for the period 2022-2024. Strategic objectives have been developed, which are also key areas to be considered as directions for further long-term actions in the field of gender equality. The overarching goals of equality measures at the Medical University of Silesia in Katowice, scheduled for implementation in 2022-2024, are to monitor equality indicators and secure care for equal treatment in the process of recruitment, employment, development and maintenance of human potential, not only for positions directly related to the conduct of scientific research at the University, but also for the entire community of the Medical University of Silesia in Katowice through: 1. Increasing the awareness of the academic community regarding equal treatment, 2. Balancing gender representation at all positions and levels and among students, 3. Facilitating work/study/life balance, 4. Supporting balance in the development of academic careers for women and men, 5. Integrating gender issues into scientific research and educational content.				
A43	Participation in the European City of Science Katowice 2024 project	8. Dissemination, exploitation of results 33. Teaching	31.12.2024	Center for Science and International Cooperation		NEW
	Remarks	The Medical University of Silesia in Katowice, together with six Universities of the region, participates in the work of the Academic Consortium - Katowice City of Science. The Consortium includes the following Universities: - Karol Szymanowski Academy of Music in Katowice, - Academy of Fine Arts in Katowice, - Jerzy Kukuczka Academy of Physical Education in Katowice, - University of Economics in Katowice, - Silesian University of Technology, - Medical University of Silesia, - Silesian University in Katowice. Working together, the universities are able to respond to the most important and extremely complex civilization challenges faced by the city and the region. These include health care, energy, technological and social transformation after the era of heavy industry, climate change, digitization and cybersecurity, depopulation and improving general education. In 2021, scientists at these universities secured nearly 161 million zlotys for their research, mostly from more than 400 domestic and foreign research grants. The scholars presented the results of their work in about 9,000 publications last year. Much of this research has a direct useful dimension and brings solutions to problems faced by the region's residents. The Consortium's universities systematically extend legal protection to the results of their research work. In 2021 alone, several hundred industrial property rights have been granted to them, mainly patents for inventions and protection rights for utility models. The program assumptions of the European City of Science 2024 are based on three pillars: 1) EMN 2024 celebration				

		program, 2) scientific excellence and the EuroScience Open Forum conference, 3) the infrastructure of the Science City. In 2024, the city of Katowice will be the organizer of the European City of Science celebrations. As part of the organized celebration, many events are planned, including numerous conferences, scientific, popularization and educational undertakings, festivals, etc.				
A44	Establishment of the Silesian Clinical Research Support Center	1. Research freedom 3. Professional responsibility 33. Teaching	31.07.2026	Clinical Research Support Center		NEW
	Remarks	The Center will conduct comprehensive activities for the development of non-commercial and commercial clinical research. In particular, the Silesian Clinical Trials Support Center means providing support in the following areas: processes of acquiring new trials, implementation of trials, acting as a point of contact for partners and contractors, coordination of processes within the consortium, scientific consulting within the framework of ongoing research, standardization of processes and implementation of quality procedures. The scope of the Center's activities will include support in the planning, coordination, management and billing of clinical trials, both commercial and non-commercial. 03.11.2022 marked the official opening of the Center, headquartered at the Upper Silesian Medical Center				
A45	Cooperation in the framework of the Silesian Science Festival Katowice	28. Career development 38. Continuing Professional Development	From 2022	Promotion department, Center for Science and International Cooperation		NEW
	Remarks	The award is given to researchers and artists who significantly contribute to the development of science and present outstanding artistic achievements, as well as promote Silesian science in the national and international arena. The award may be given for lifetime achievements or for achievements obtained in the 2 years preceding the year of the award. In 2023, SUM employee Mr. Prof. Grzegorz Helbig, MD, was awarded the Silesian Science Award in the category: Scientific employee.				
A46	Development of the university's journal Annales Academiae Medicae Silesiensis, published by SUM	8. Dissemination, exploitation of results 30. Access to career advice 39. Access to research training and continuous development		Vice Rector for Science and International Cooperation SUM Publishing House		NEW
	Remarks	Within the framework of the activity, it is planned to increase the indicators, the fulfillment of which allows applying for inclusion of the journal in the list of scientific journals and peer-reviewed materials from international conferences, and these are primarily: increasing the number of authors with affiliations outside SUM publishing in the University's journal, establishing cooperation with foreign reviewers, scrupulously observing the principles of publication ethics in accordance with the COPE guidelines, reviewing rules and maintaining a high level of editorial preparation of publications and verification of scientific articles in the anti-plagiarism system. Priority action will also be given to applying to Web of Science, Scopus databases, where indexation guarantees automatic				

		inclusion of the journal in the ministerial list. Work is currently underway to change the title of the journal and to elect a new editorial board. In the future, it is planned to publish all papers in English.				
A47	Participation in the "Implementation Doctorate" program.	28. Career development 38. Continuing Professional Development		Vice Rector for Development and Technology Transfer Technology Transfer Center Vice Rector for Science and International Cooperation Center for Science and International Cooperation, Employee and social affairs department		NEW
	Remarks	The essence of the project is to connect science with business and create conditions for cooperation between the scientific and socio-economic communities. Given that this is one of the most important programs that introduces mechanisms for direct cooperation at the level of science and business in the area of developing solutions to the problems of a particular entrepreneur or improving products using the competence of the best specialists in the industry, it is necessary to activate the scientific community of the University. A desirable action is to keep the academic community informed about the possibility of obtaining funds for the implementation of the next editions of the program through available communication channels, such as the Newsletter, or announcements on the website. The SUM Doctoral School has 19 implementation PhDs and 2 PhDs under the NAVA Prelude BIS 2 project.				
A48	Expanding teaching offerings	33. Teaching 39. Access to research training and continuous development		Vice Rector for Academic and Student Affairs, Teaching Departments Department, Employee and social affairs department		NEW
	Remarks	The Medical University of Silesia in Katowice is constantly expanding its educational offer by organizing new fields of study, including joint (interdepartmental) studies and those conducted in English. The efforts of the University's Authorities to combine tradition and modernity make it possible to develop a new, competent cadre of medical professions based on reliable teaching resources. This is the University's response to the global trend of internationalization of science and work. In order to make educational opportunities available to a wider audience, the SUM authorities have taken steps to establish a branch in Bielsko-Biala. As early as October 2023, medical students will be educated there. Thanks to signed agreements, the base for clinical classes will be: Provincial Hospital in Bielsko-Biala, Pediatric Hospital in Bielsko-Biala, Beskidzkie Oncology Center - John Paul II City Hospital in Bielsko-Biala and Silesian				

		Center for Rheumatology, Orthopedics and Rehabilitation in Ustroń. The organization of new fields of postgraduate studies, as well as professional development courses and trainings, is the University's response to the changing demands of the labor market. Increasing the number of participants in postgraduate studies and commercial courses and trainings conducted at SUM will allow the ongoing replenishment of the pool of qualified medical staff in the region and Poland, as well as the University's research and teaching staff.				
A49	Development of the Erasmus+ program	4. Professional attitude 29. Value of mobility		Vice Rector for Academic and Student Affairs, Teaching Department, Student Affairs Department		NEW
	Remarks	The Erasmus+ program enables SUM students and employees to, among other things, learn about the principles of studying and working at partner universities in other countries, improve language skills, and establish international contacts. Currently, the University has 53 agreements signed with foreign partners for the implementation of Erasmus+ exchanges, mainly in the fields of medicine, nursing and physiotherapy. The international exchange brings numerous values not only to its participants, but also to the University, which is becoming internationally recognized. It is planned to establish academic mobility agreements with more universities in the country and abroad. Increasing the mobility of SUM students, doctoral students and employees is a goal that, in addition to tangible benefits for the participants, also influences the strengthening of SUM's image internationally and the PKA's positive assessment when accrediting individual majors. In order to ensure proper administrative service of mobility implemented under Erasmus+, MOSTUM, etc., it was reasonable to create a separate service office dedicated to the mobility of SUM students, doctoral students and employees within the University's structure. The office is a center for comprehensive information for those interested, efficient administrative service and a center for interdepartmental coordination in this regard.				
A50	Enlarging the clinical base	8. Dissemination, exploitation of results 33. Teaching 39. Access to research training and continuous development		Director of Investment Investment Planning and Preparation Section Investment Execution Section Investment Settlement Section		NEW
	Remarks	The goal of the Medical University of Silesia in Katowice is to create a modern, comprehensively organized clinical base, working closely with the scientific, didactic, experimental and research base, which will significantly increase the competitiveness of the University. At the same time, the implementation of statutory objectives in the area of didactics and science on the basis of its own clinical base will be important for increasing the optimization of the educational process and raising its level. The main factor conditioning the implementation of the planned activities is the acquisition of funds necessary to finance the costs associated with the preparation of the investment and its comprehensive implementation. Planned investments: - construction of the Silesian				

		Children's Hematology and Oncology Center, - construction of the Prof. Franciszek Kokot Institute of Civilization Diseases and the Institute of Dentistry of the Medical University of Silesia, - Expansion and reconstruction of the existing hospital base to create the Institute of Personalized Medicine with locations on Ceglana Street and Medyków Street - DiagMedFarm Center for Medical and Pharmaceutical Sciences in Sosnowiec				
A51	Implementation of training in the scope of the University's Teaching Excellence program	2. Ethical principles 23. Research environment		Vice Rector for Development and Technology Transfer Technology Transfer Center		NEW
	Remarks	The purpose of the project entitled "Teaching Excellence of Universities" is to improve the quality of education by improving the institutional capacity of universities and improving the teaching competence of university staff. Implementation of the project will contribute to the implementation of reforms at universities in the field of, among other things, management of the didactic process, management of the quality of education, as well as the development of teaching, teaching and research staff, staff supporting the didactic process. The implementation of the project aims to professionalize and improve the quality of education in higher education by developing practical teaching skills and promoting a scientific approach to teaching. The project includes 4 training programs, i.e.: soft training, technical training, VR training and modeling, language training				

Unselected principles: 5. Contractual and legal obligations; 6. Accountability; 10. Non discrimination; 11. Evaluation/ appraisal systems; 13. Recruitment (Code); 16. Judging merit (Code); 17. Variations in the chronological order of CVs (Code); 18. Recognition of mobility experience (Code); 20. Seniority (Code) 21. Postdoctoral appointments (Code); 22. Recognition of the profession; 24. Working conditions; 25. Stability and permanence of employment; 26. Funding and salaries; 32. Co-authorship; 34. Complaints/ appeals; 35. Participation in decision-making bodies; 36. Relation with supervisors; 40. Supervision

The extended version of the reviewed HR Strategy for your organisation for the next 3 years, including the OTM-R policy must be published on your organisation's website.

Please provide the link to the dedicated webpage(s) on your organisation's web site *:

URL*:

<http://e.logohr.sum.edu.pl/?r=artykul/view&id=57> (<http://e.logohr.sum.edu.pl/?r=artykul/view&id=57>)

If your organisation has already filled in the OTM-R checklist in the Initial Phase, please also indicate how your organisation is working towards / has developed an Open, Transparent and Merit-Based Recruitment Policy. Although there may be some overlap with a range of actions listed above in the action plan (as emerged from the Gap Analysis), please provide a short commentary demonstrating the progress of the implementation versus the initial phase. **Comments on the implementation of the OTM-R principles (Initial Phase) Comments on the implementation of the OTM-R principles (Internal**

**Review for Interim Assessment)Comments on the implementation of the OTM-R principles
(Internal Review for Award Renewal)**

Please be aware that your OTM-R policy should be ‘embedded’ into the institutional HR strategy at the award renewal phase. The extended version of the reviewed HR strategy including the OTM-R policy and actions should be published on your organisation's website.

4. Implementation

General overview of the implementation process: (max. 1000 words)

The recent period in all the Universities involved the entry into force of the new law of July 20, 2018, obliging, among other things, the adoption of a new University Statute, Organizational Regulation, University Strategy and other regulations, including those that will organize the further implementation of research and scientific activities, which has been fulfilled. The Senate Committee on Science discussed the involvement of the Area Council and Discipline Councils in activities related to the implementation of priority research directions within the task planned in the HR Strategy. The draft activities adopted for implementation in this area in the following years 2019 - 2023 were effectively further implemented. Current trends in the research and scientific area were systematically and continuously monitored. Undoubtedly, for the University as a whole, it was an intensive, often difficult period. The Medical University of Silesia in Katowice, as a University with a medical profile, was involved during the evaluation period in combating the COVID 19 pandemic and saving people's lives, which was becoming a priority issue in 2020 and 2021.

We recognize as a binding principle the constant pursuit of scientific excellence through the promotion of high-quality research. It is particularly important to us that our researchers are excellently qualified in their fields, have up-to-date knowledge and skills, and follow best research practices.

The University consistently strives to be a scientific institution for the benefit of the general public. It takes an active part in numerous campaigns of a social nature, promoting health and a healthy lifestyle through health-promoting activities. The university organizes campaigns to help prevent, among other things, cancer and perpetuate proper healthy lifestyle patterns. It has established cooperation with the Rocket Oncology Foundation. The "Sports Medicine Through the Eyes of a Cardiologist" conference series has been included in the University's Directory of Good Social Responsibility Practices. At the same time, the University participates in the Lung Cancer Early Detection Program and takes part in the work of the Team appointed by the Katowice City Hall (from 2020) to develop the Health Prevention Program for the City of Katowice for 2021-2027 (Caries Prevention Program for Children).

Adherence to the principles of good research practice, which are designed to ensure the integrity, credibility and ethicality of research conducted, including the European Charter for Researchers and the

Code of Conduct for the Recruitment of Researchers, is key to promoting ethical, credible and innovative research.

The University incorporates these principles into its research policies, and provides training and support. University authorities supervise the implementation process and report on the progress of planned activities during meetings of the Senate Committee on Science, which discusses the HR Strategy in quarterly meetings.

The principle of non-discrimination on the basis of gender is respected, and personnel decisions are made on the basis of merit without violating the principle of gender parity.

E-learning teacher trainings in teaching e-learning classes and webinars have been conducted since 2017. Those trainings are conducted systematically every semester. An employee who has concluded the training receives a certificate.

Trainings in the intellectual property protection and in the knowledge and technology transfer were conducted from January to June 2018.

In 2017, at the initiative of the Department of Students' Careers an agreement was signed concerning the implementation of a project „Czas w ramach Działania 3.1. „Kompetencje w szkolnictwie wyższym” - POWER.03.01.00-IP.08-00-ABK/17”, which will last 3 years.

As part of the project, a career advisor was employed. After the termination of the project this person will also advise the university staff and doctoral students.

As part of the mentioned project, trainings concerning the enhancement of professional skills for the staff of the

Department of Students' Careers and Promotions have been conducted since January 2019.

As a result of the implementation of the Law on Higher Education and Science on 20 July 2018, whose aim is to raise the quality of Polish science and higher education, the action plan stipulated in the Initial Phase of applying for HR Excellence in Research had to be integrated with actions undertaken by the university authorities and aimed at implementing the mentioned reform. The reform concerns the following areas: the financing of academic research, the working conditions of researchers and the employment of academic personnel. At present, the university is working on the implementation of rules concerning the standards of conducting the following key employment procedures: recruitment, periodic staff appraisal, motivation and the development of the academic personnel. It for researchers and students on appropriate ethical standards in research.

How have you prepared the internal review?*

Detailed description and duly justification (max. 500 words)

In order to verify the assumptions of the action plan, a number of studies were conducted, including: a) an analysis of internal data, b) an analysis of universities in the field of research, education, employment of researchers, cooperation, visibility and management.

In years 2017-2019, 22 out of 41 planned actions have been implemented while the remaining ones are in progress.

As a result of the conducted analyses areas for further development in the implementation of HRS4R assumptions were identified. Current analysis of strengths and weaknesses of the university revealed progress in the area of implemented measures. It has been found that some of the assumptions from the action plan for the implementation of HRS4R assumptions will depend on the progress of the processes of higher education reform.

On May 9, 2023, a meeting of the HR Team of the Medical University of Silesia in Katowice was held to summarize the Team's activities to date in their areas of responsibility. All, involved in the development of the Strategy, units sent reports on their activities, in which they showed the changes implemented within the University. The chairman of the meeting - Mrs. Vice-Rector for Science and International Cooperation Prof. Katarzyna Mizia-Stec, MD, PhD, thanked the members for their involvement and assistance in the preparation of the periodic evaluation. The team was divided into 3 groups, from which a Group Leader was identified. The Leaders, in cooperation with the staff of the Center for Science and International Cooperation, coordinated the process of preparing the evaluation.

How have you involved the research community, your main stakeholders, in the implementation process?*

Detailed description and duly justification (max. 500 words)

Scholarly authorities and representatives of the university community (scientists, administrative employees, and trade union representatives) were involved in the activities implemented so far by participating in the project: 1. works of interdisciplinary teams for the preparation of draft documents defining the basic framework for human resources policy, such as: university statute, work regulations, 2. participation in e-learning trainings.

The membership of the Team for the HR Excellence in Research Logo, appointed by the SUM Rector, includes, since 2017, representatives of all groups of the University community, i.e. professors, post-doctoral researchers, people employed as assistants and assistant professors, as well as representatives of the community of young scientists, including doctoral students. Due to organizational changes and the acquisition of relevant scientific titles, the composition of the Team was modified in order to preserve the diversity of personnel. It is worth noting that in the preparation of the SUM Development Strategy

for 2022-2028 (Resolution No. 41/2021 of November 24, 2021), the Team also deliberated, with representatives of the entire academic community, including administrative staff.

In addition, researchers, stakeholders and representatives of students and doctoral students are each time informed about strategic activities at the University with a participatory and advisory voice, and participate in the preparation of internal acts of the University.

As emphasized in the HR Strategy, all scientists employed at the University who have decided to pursue a scientific career are recognized as professionals and are treated accordingly, starting from the doctoral level through the subsequent levels of their scientific development. The participation of doctoral students and young scientists has been increased. The participation of young scientists and doctoral students in established committees and expert teams is taken into account on an ongoing basis as needed and appropriate. In addition, the suggestion of doctoral students and young scientists to the appointed committees is carried out in accordance with the applicable competence in this regard. Doctoral students and young scientists have their regular participation in Faculty Commissions (including Faculty Commissions and Curriculum Councils established for individual majors, Faculty Educational Quality Teams and other such bodies).

Do you have an implementation committee and/or steering group regularly overseeing progress?*

Detailed description and duly justification (max. 500 words)

Every 6 months meetings of the HR Logo Team are held to monitor the activities set out in the HR strategy.

The University's organizational units participate in the implementation of the HR strategy by submitting reports as part of the internal monitoring conducted by the HR Logo Team. Thus, the Team, chaired by the Vice Rector for Science and International Cooperation of SUM, monitors the activities set in the HR strategy. Reports are submitted by:

- 1) Student Affairs Department
- 2) Teaching Department
- 3) Center for Science and International Cooperation
- 4) Asset Records Department
- 5) Department of Personnel and Social Affairs
- 6) Technology Transfer Center
- 7) Main Library

8) Spokesperson's Office

9) Security Department

10) Investment Center

11) University Publishing House

12) Dean of the Faculty of Medical Sciences in Zabrze

13) Dean of the Faculty of Medical Sciences in Katowice

14) Dean of the Faculty of Pharmaceutical Sciences in Sosnowiec

15) Dean of the Faculty of Health Sciences in Katowice

16) Dean of the Faculty of Public Health in Bytom

Is there any alignment of organisational policies with the HRS4R? For example, is the HRS4R recognized in the organisation's research strategy, overarching HR policy

Detailed description and duly justification (max. 500 words)

Due to the entry into force of the Act 2.0, the University is in the process of making changes in internal regulations, including legal regulations. The reference to HRS4R has already been included in the new statute of the university and is included in the work regulations of the university.

The University has adopted a number of legal initiatives that regulate the organization and procedure, as well as the terms and conditions for implementing key HR processes. The measures taken by the University are based on principles consistent with the adopted and developed HRS4R standards.

How has your organisation ensured that the proposed actions would be also implemented?*

Detailed description and duly justification (max. 500 words)

The university senate has accepted the new university statute and work regulations. An additional HR Team regularly collects reports on the implementation of the activities.

The most important act in this matter is the Strategy of the Medical University of Silesia in Katowice for 2022-2028, which takes into account various external conditions, in particular the legal, economic, cultural and social environment.

In addition, as part of the meetings of the Senate Committee on Science, quarterly discussions are held on the implementation of assumptions within the HR strategy. Commission members discuss the priority research directions set at SUM, their updates and the possible introduction of new ones. The most recent

change took place in July 2021, when it was decided to add a new item to the list of directions - "Rare diseases." Thanks to the organization adopted at SUM, the SUM Organizational and Legal Department also monitors legislative changes on an ongoing basis, and in the case of changes in the current law, it forwards information to the substantively competent units, thus employees are notified of new legislation or changes in current legislation. At the same time, the Legislator forwards changes and new legal acts for opinion with the substantive units covered by a given project, so they are consulted substantively with the employees dealing with the matters covered by these acts.

How are you monitoring progress (timeline)?*

Detailed description and duly justification (max. 500 words)

The actions taken to implement the report submitted by universities were annually accounted for in the summary report prepared by the HR Team.

University authorities supervise the implementation process and inform about the progress of planned activities through announcements on the University's website, during meetings of the HR Logo Team and the Rector's College. In internal communications, any documentation produced by university units has the HR Excellence in Research logo graphic mark on the left side.

How will you measure progress (indicators) in view of the next assessment? *

Detailed description and duly justification (max. 500 words)

Progress will be evaluated during subsequent meetings of the HR Logo Team.

How do you expect to prepare for the external review?*

Detailed description and duly justification (max. 500 words)

Current reports are being prepared within the HR Logo Team and in the course of formulating new legal regulations due to the entry into force of the Act 2.0.

A meeting is planned to summarize the evaluation period to date, during which the results to date will be presented and the next steps to be implemented at the University will be planned. The meeting will be attended by representatives of all groups of the SUM environment.

Additional remarks/comments about the proposed implementation process: (max. 1000 words)

By Resolution No. 74/2021 of the Senate of the Medical University of Silesia in Katowice, dated November 24, 2021, the document entitled Strategy of the Medical University of Silesia in Katowice was adopted, which is a record guiding the directions of the University's development for 2022-2028. The document is consistent with the SUM Statute, legal acts regulating the activities of higher education

institutions in Poland, as well as national and regional strategic documents. It takes into account various external conditions, in particular the legal, economic, cultural and social environment. The Medical University of Silesia in Katowice aspires to be a strong research and development center. Therefore, the Strategy of the Medical University of Silesia in Katowice, for 2022-2028 includes the operational objectives listed below.

I. Improve the qualifications of academic staff and support Units with outstanding research potential through effective use of available knowledge resources and sharing of research results, as well as knowledge of bibliometric tools and basic knowledge of OpenScience

II. Increasing compensation for work for the most active researchers.

III. Improving the infrastructure of science and optimizing its use.

IV. Strengthening research cooperation with international networks, research centers and world-leading scientists.

V. Increase cooperation with renowned Polish scientific and research units.

VI. To increase the number of non-commercial clinical trials conducted. Medical University of Silesia in Katowice, has obtained more than PLN 9 million 322 thousand from the Medical Research Agency for the establishment of the Silesian Clinical Research Support Center with an Early Phase Research Center, for the implementation of commercial and non-commercial clinical trials. The investment is to be completed by the end of July 2026.

VII. Increase the number of ongoing scientific and research projects (grants) funded from external sources, including international initiatives (e.g. Horizon Europe).

VIII. Development of publishing activities (University Publishing House), including: (1) Indexing of the SUM journal *Annales Academiae Medicae Silesiensis* in significant databases of scientific journals; (2) Maintaining the presence of the SUM Publishing House in the ministerial list of publishing houses publishing peer-reviewed scientific monographs; (3) Striving to maintain a high level of editorial preparation of publications, their verification in the anti-plagiarism system, as well as maintaining constant cooperation with a native speaker, which is a guarantee of a high level of publication in English, and a graphic designer to ensure an even higher level of graphic quality of publications; (4) Promoting and continuing the existing policy of open access under Creative Commons licenses, which is part of the mainstream of the University's activities in this area.

IX. Expansion of educational offerings, including: (1) Organization of new fields of study, including joint studies and those conducted in English, will allow the University to make optimal use of the existing

teaching base and adapt the educational offer to the expectations of candidates from both Poland and abroad; (2) Organization of new postgraduate studies and other types of education (courses, training).

X. Increasing the national and international mobility of SUM students, doctoral students and teaching staff, including: (1) Acquisition of new foreign partners for the implementation of the Erasmus+ program; (2) Refinement of the University's internal acts in order to improve the process of handling the mobility of students, doctoral students, employees planning and undertaking study or work in foreign centers; (3) Definition of the scope of responsibility and authority of persons implementing the above-mentioned programs (4) Creation of a mobility service office (MOSTUM, Erasmus+); (5) Development of a system to motivate students, doctoral students, employees to undertake various forms of domestic or foreign professional activity.

XI. Development of teaching staff. It includes the following activities: (1) Organization of training courses for teaching staff in enhancing professional skills and improving their workshop, including the implementation of new teaching methods, language training, and development of soft skills; (2) Organization of scientific internships for SUM staff at partner universities; (3) Promotion of scientific and professional development of SUM staff.

XII. Increasing the quality of administrative services for students.

XIII. Optimization of class scheduling for individual majors.

XIV. To take measures to promote and reward the best applicants for study, students, graduates and employees of the University.

XV. SUM as a University supporting the activity and involvement of employees. Aiming to achieve the highest quality of its activities, SUM enables employees to improve their qualifications, develop their knowledge and necessary skills.

XVI. Develop individual employee development paths and incentive mechanisms by: (1) Expanding the job directory of non-teaching staff; (2) Improving the effectiveness of periodic employee evaluation; (3) Promoting proactive attitudes; (4) Introducing flexible work methods.

XVII. Expansion of the University's infrastructure.

XVIII. Implementation of IT tools to support SUM's internal processes.

XIX. Development and implementation of a system for managing research projects (grants) through the establishment of project teams responsible for comprehensive project management and implementation of indicators.