

# We create a working environment supporting both male and female scientists

HR EXCELLENCE IN RESEARCH



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## Ethical and professional aspects

### We ensure a free choice of research topics and support efforts for the internationalisation of research

- Freedom in choosing a discipline and research specialisation
- Over 350 bilateral agreements with universities
- Nearly 400 foreign research partners
- 160 foreign researchers

### We respect the rules of ethics and intellectual property rights

- Rector's Representative for Scientific Due Diligence
- AMU Ethics Committee
- Regulations concerning management of copyrights, related rights and industrial property rights as well as commercialisation principles

### We care about dissemination and commercialisation of research results

- Rector's Representative for open access to publications and scientific research results
- Excellence Initiative – Research University ID-UB
- AMU Research Portal – *Baza Wiedzy*
- Adam Mickiewicz University Centre for Innovation and Technology Transfer
- AMU Open Access Journals Platform – PRESSto

### We support professional management of grants and finances

- Project Support Centre
- Financial and Accounting Centre (Bursar's Office)

### We apply anti-discriminatory practices

- Rector's Representative for Equal Treatment
- Anti-Discrimination Committee
- 'When Science is a Woman' Project
- Gender Equality Plan (in preparation)

### We guarantee participation of male and female representatives of all career levels in AMU decision-making bodies

- Senate
- University Council
- Scientific Disciplines Councils

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## Recruitment and Selection

### Our recruitment is based on a policy of open, transparent and merit-based principles

- OTM-R – Recruitment Policy for research staff at AMU



## How do we do this?

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## Working conditions and social security

### We provide stable employment and attractive and fair remuneration conditions promoting scientific activity

- Almost 90% of female and male teachers are employed on permanent contracts
- Pay raises, bonuses, allowances, and awards linked to scientific activity

### We make it possible to combine research activity with teaching

- Research positions
- Teaching load reduced

### We provide flexible working conditions enabling a work-life balance

- Task-based working hours
- Childcare benefits

### We provide appropriate research infrastructure

- More than 316 thousand sq. meters of modern research and teaching facilities
- Research equipment worth PLN 350 million

Our action is based on European policy improving the attractiveness of working conditions **Human Resources Strategy for Researchers (HRS4R)**

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## Training and Progress

### We promote mobility

- More than 5,000 incoming and outgoing visits of researchers from AMU and other universities

### We offer ongoing professional development of male and female academics by organizing workshops and training courses

- Distance Learning Support Centre
- Project Support Centre
- Science Support Office
- International Relations Centre
- Staff Recruitment and Professional Development
- Support Office for Persons with Disabilities

### We provide mentorship to young scientists

- Doctoral schools
- Research mentors

European Charter for Researchers  
Code of Conduct for the Recruitment of Researchers

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