



HR EXCELLENCE IN RESEARCH



(OTM-R)

Open, Transparent and Merit-based  
Recruitment of Researchers

Adam Mickiewicz University, Poznań (AMU), as an institution awarded the European **HR Excellence in Research**, based on **The Code of Conduct for the Recruitment of Researchers**, establishes the following recruitment policy for academic teachers, researchers and employees conducting both research and teaching activities:

**Policy Objectives:**

1. Compliance with the principles and requirements set out in the European Charter for Researchers
2. Attracting employees with the highest skills
3. Raising the international profile and attractiveness of AMU as an employer
4. Ensuring equal access to employment

**Policy Rules:**

1. Openness - recruitment is open and subject to public notice
2. Transparency - recruitment has simple and clear rules, available and applied equally to all candidates
3. Competence - selection of candidates is based solely on merit criteria and guarantees the selection of the best qualified candidate irrespective of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or material status.

**Principles of the Code (The Code of Conduct for the Recruitment of Researchers):**

1. Recruitment - using open and transparent recruitment procedures, as well as formulating job offers taking into account not only requirements and necessary qualifications, but also prospects for professional development.
2. Selection of staff - attention to diversity of experience among selection committee members, balance in terms of qualifications and gender. Developing a wide range of recruitment tools to be used by committees.
3. Transparency - communicating the recruitment process and selection criteria, and providing feedback to candidates on the strengths and weaknesses of their application.
4. Merit evaluation - the evaluation of candidates' achievements should be quantitative and qualitative. It should not be limited to bibliometric indicators but should also take into account aspects such as teaching, knowledge transfer or mobility.
5. Exempting gaps in the chronological order of resumes - breaks in an academic resume should not have a negative impact on the evaluation of candidates, and work outside of an academic institution should be considered an asset.
6. Recognition of mobility experience - stays in another country, discipline and sector changes should be viewed positively.

7. Recognition of qualifications - ensuring that academic and professional qualifications, including informal qualifications, are properly assessed.
8. Seniority - the level of qualification required should meet the needs of the position and should not be a barrier to admission.
9. Positions for staff with doctoral degrees - clear hiring policies for staff with doctoral degrees, including seeking to stabilize their employment and providing opportunities for career advancement.

## Recruitment Procedure

The initial employment relationship with an academic staff member at a rate exceeding half-time and longer than three months shall be established through open competition.

### **1. Legal Basis:**

- Article 119 of the Law on Higher Education and Science;
- Articles 86 and 87 of the AMU Statute;
- Annex No. 3 to the Statute: procedure and conditions of the competition proceedings.

### **2. Announcing the competition and carrying out the selection procedure**

#### Unit head's application and Rector's approval

- The dean or the head of another organizational unit refers the application to the Rector with the opinion of the respective Vice-Rector in charge of the particular School or supervising a given unit, for consent to announce an open competition.
- The Rector decides on the approval to announce the competition.
- The Employee Relations assign the competition reference number according to a uniform scheme:
  - ✓ *Competition \_ sequence number \_ unit \_ position\_number of positions\_calendar year*  
*e.g. Competition\_24\_WFPiK\_adiunkt\_1\_2020)*
- The competition shall be announced by the designated Vice-Rector.

### Appointment of the competition committee and its chairman

- The competition committee and its chairperson shall be appointed by the particular School Council or by the vice-rector supervising an organizational unit if operating outside the structure of any school.
- The competition committee shall consist of at least five members and a chairperson. Care should be taken to ensure proper qualifications of the committee members and gender representation.
- A member of the committee may not be a person with regard to whom there are doubts as to his/her impartiality. In case of a reasonable doubt, the decision on exclusion is made by the chairperson of the committee.
- The competition committee shall determine the terms of the competition and detailed requirements for candidates taking into account the principles of the Code (The Code of Conduct for the Recruitment of Researchers).

### Publication of the competition notice

- The organizational unit prepares the content of the competition announcement in Polish and English (template of the competition announcement - Attachment No. 1) and submits it to the appropriate Vice-Rector for approval.
- Publication of the announcement for 30 days prior to the competition on the websites:
  - ✓ BIP (Public Information Bulletin) and the AMU website - Polish and English version - the announcement is published by the the Employee Relations: [konkursy@amu.edu.pl](mailto:konkursy@amu.edu.pl).
  - ✓ MEiN (Ministry of Education and Science) - Polish and English version - the announcement is published by the given AMU unit: <http://www.bazaogloszen.nauka.gov.pl/>
  - ✓ the European Commission's portal for mobile researchers (Euraxess) - English version - the announcement is published by the given AMU unit: <https://euraxess.ec.europa.eu/user>
- The deadline for submitting competition documents by candidates cannot be shorter than 14 days.

### Conduct of the selection procedure by the competition committee

- The committee shall begin its work no later than within 14 days after the given deadline for submission of documents.
- After analyzing the submitted applications, and if the documents are found to be incomplete, the committee shall call upon the candidates to submit the missing ones

- The committee is required to establish eligibility criteria that are subject to scoring and allow for a transparent comparison of candidates.
- The selection process consists of two stages:
  - ✓ In the first stage, the committee analyzes the submitted documents and selects candidates eligible for the next stage.
  - ✓ In the second stage, the committee interviews pre-selected candidates. It may also appoint reviewers of scholarly achievements and request teaching assignments with opportunities for student evaluation.
- During interviews, committee members should make sure to provide appropriate feedback to candidates.
- The work of the committee shall be minuted. Sample minutes form : Attachment 2

#### Settlement of the competition by the competition committee

- Settlement of the competition takes place by secret ballot by absolute majority vote - the outcome announcement must receive more than half of the votes validly cast; the number of votes "in favor" must be greater than the combined number of votes "against" and "abstaining";
- The chair of the competition committee shall inform the candidates of the outcome of the selection procedure. This information should include a justification, indicating the strengths and weaknesses of each candidate. The submitted documents are returned to candidates.
- The results of the competition (sample form: Attachment 3) are published for 30 days after the end of the competition on the following websites:
  - ✓ BIP (Public Information Bulletin) and website - Polish and English versions - results published by the Employee Relations: [konkursy@amu.edu.pl](mailto:konkursy@amu.edu.pl)
  - ✓ MNiSW (Ministry of Education and Science) - Polish and English version - results published by the given AMU unit: <http://www.bazaogloszen.nauka.gov.pl/>
  - ✓ The results of the competition are not announced on the EURAXESS website.

#### Grievance Procedure

The candidates have the right to submit a written complaint to the Rector within 7 days from the announcement of the competition result. The Rector makes a decision and notifies the person concerned in writing. The decision of the Rector is final.

### **3. Processing of candidates' personal data**

#### **RODO (GDPR) Information Clause :**

Pursuant to Article 13 of the General Data Protection Regulation of 27 April 2016. (Official Journal of the EU L 119 of 04.05.2016) we inform that:

1. The controller of candidates' personal data is Adam Mickiewicz University in Poznan with the seat: ul. Henryka Wieniawskiego 1, 61 - 712 Poznań.
2. The personal data controller has appointed a Data Protection Officer overseeing the correctness of the processing of personal data, who can be contacted via e-mail: iod@amu.edu.pl.
3. The purpose of processing personal data is to carry out the recruitment process for the indicated job position.
4. The legal basis for the processing of your personal data is Article 6(1)(a) of the General Data Protection Regulation of 27 April 2016 and the Labour Code of 26 June 1974. (Journal of Laws of 1998 N21, item 94 as amended).
5. Personal data will be stored for a period of 6 months from the end of the recruitment process.
6. Personal data will not be made available to other entities, with the exception of entities authorized by law. Access to your data will have persons authorized by the controller to process them in the performance of their duties.
7. Candidates have the right to access their data and, subject to the law, the right to rectification, erasure, restriction of processing, the right to data portability, the right to object to processing, the right to withdraw consent at any time.
8. Applicants have the right to lodge a complaint to the supervisory authority - the Chairperson of the Office for Personal Data Protection, ul. Stawki 2, 00 - 193 Warsaw.
9. Provision of personal data is mandatory under the law, otherwise it is voluntary.
10. Personal data will not be processed by automated means and will not be subject to profiling.

### **4. Assessment of the implementation of the OTM-R**

The OTM-R policy is audited once a year by the AMU internal auditor.

Attachment 1 - instructions and template of the competition announcement in Polish

Attachment 2 - sample minutes of the competition committee

Attachment 3 - sample of a public announcement of the competition results

Attachment 4.1 - sample information on the result of the competition for the successful candidate

Attachment 4.2 - sample information on the result of the competition for other candidates

Annex 5 - Mapping of scientific disciplines (research fields) in Euraxess



HR EXCELLENCE IN RESEARCH



**VICE-RECTOR  
IN CHARGE OF THE SCHOOL OF.....**

**AT THE ADAM MICKIEWICZ UNIVERSITY, POZNAN**

**ANNOUNCES**

**A COMPETITION**

**for the position of .....**

**at the Faculty of.....**

<b>Basic information</b>
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**1. Competition reference number:**

(number assigned by the Human Resources Section based on the rector's decision to approve the competition announcement)

**2. Research discipline (research field):**

(a discipline or two scientific disciplines - in the English version also a research area according to the Euraxess dictionary)

**3. Number of work hours per week including a task-based work schedule (if applicable):**

(full-time/0.5 FTE etc. and respectively 40/20 hours per week in a task-based work time system etc.)

**4. Type of an employment contract and expected duration of employment, i.e.: permanent/temporary/fixed-term contract for ..... year/...years**  
(the basis of the employment relationship is always a contract of employment, in the case of a fixed-term contract the period of employment should be specified)

**5. Anticipated job starting date:**  
(date of starting work, the date should take into account the time needed to complete all formalities related to employment: preparation of a contract, legalization of stay, medical examination)

**6. Workplace location:**  
(name of building and address of the designated workplace)

**7. Application deadline and process:**  
(The application deadline cannot be shorter than 14 days. Electronic submissions require an email address, traditional paper submissions require a postal address. In each case a job reference number should be quoted in the application)



## 8. Required documents

- Application form/letter of the candidate addressed to the Vice-Rector announcing the competition;
- *Curriculum Vitae*;
- Diplomas or certificates issued by colleges and universities attesting to education and degrees or titles held (in case of academic degrees obtained abroad - the documents must meet the equivalence criteria set out in Article 328 of the Act of 20 July 2018 Law on Higher Education and Science (Journal of Laws of 2021, item 478 i.e. as amended; Polish: Dziennik Ustaw 2021 poz.478);
- Information on the Applicant's research, teaching and organizational achievements,
- Other documents as determined by the competition committee.
- **Consent to the processing of personal data as follows** : *In accordance with Article 6 (1) (a) of the General Data Protection Regulation of 27 April 2016. (OJ EU L 119/1 of 4 May 2016) I consent to the processing of personal data other than: first name, (first names) and surname; parents' first names; date of birth; place of residence (mailing address); education; previous employment history, included in my job offer for the purpose of the current recruitment."*;

(other documents - the competition committee may decide what kind of other supporting documents may be required)

<b>Conditions of the competition determined by the competition committee</b>
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### I) Determination of qualifications: (researcher profile) according to the Euraxess guidelines

- (R1) First Stage Researcher** (up to the point of PhD)
- (R2) Recognised Researcher** (PhD holders or equivalent who are not yet fully independent)
- (R3) Established Researcher** (researchers who have developed a level of independence)
- (R4) Leading Researcher** (researchers leading their research area or field)

(definition of qualification level and professional experience according to Euraxess guidelines  
<https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>)

### II) Job Offer description

(brief general description of the job offer)

### III) Requirments and qualifications

The competition is open to individuals who meet the requirements specified in Article 113 of the Law on Higher Education and Science of 20 July 2018 (Journal of Laws of 2021, item 478, i.e. Article 113 as amended) and who meet the following requirements:

1. ....
2. ....
3. ....

(The requirements specified in Article 113 of the Act must be satisfied. Other requirements are determined by the competition committee)

**IV) Required languages**

1. Language:
2. Level: (basic, good, fluent, native)

(Definition of the language level according to the Euraxess dictionary)

**V) Required research, teaching or mixed experience**

(Requirements to be determined by the competition committee)

**VI) Benefits**

- ✓ an atmosphere of respect and cooperation
- ✓ supporting employees with disabilities
- ✓ flexible working hours
- ✓ remote work applicable
- ✓ funding for language learning
- ✓ co-financing of training and courses
- ✓ additional days off for education
- ✓ life insurance
- ✓ pension plan
- ✓ savings and investment fund
- ✓ preferential loans
- ✓ additional social benefits
- ✓ leisure-time funding
- ✓ subsidizing children's vacations
- ✓ "13th" salary
- ✓ bike racks

(The list of benefits is common to all job offers at UAM)

**VII) Eligibility criteria**

1. ....
2. ....
3. ....

(List of criteria established by the competition committee with scoring to allow a comparative evaluation of the candidates)

**VIII) The selection process**

1. Competition committee begins working no later than 14 days after the deadline for submission of documents.
2. Formal evaluation of submitted proposals.
3. Call to provide additional or missing documents if necessary.
4. Selection of candidates for the interview stage.
5. Interviews for candidates who meet the formal requirements.
6. The committee has the right to request external reviews of candidates' work or to ask candidates to conduct teaching assignments with an opportunity for student evaluation.
7. Other.....
8. The chair of the competition committee announces the results and informs the candidates. This information will include justification with a reference to candidates' strengths and weaknesses. Submitted documents will be sent back to candidates.

(Information about the planned stages of recruitment. Points 1-5 and 8 are mandatory)

**IX) Prospects for professional development**

(information about career opportunities)

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12. The personal data controller has appointed a Data Protection Officer overseeing the correctness of the processing of personal data, who can be contacted via e-mail: iod@amu.edu.pl.
13. The purpose of processing your personal data is to carry out the recruitment process for the indicated job position.
14. The legal basis for the processing of your personal data is Article 6(1)(a) of the General Data Protection Regulation of 27 April 2016 and the Labour Code of 26 June 1974. (Journal of Laws of 1998 N21, item 94 as amended).
15. Your personal data will be stored for a period of 6 months from the end of the recruitment process.

16. Your personal data will not be made available to other entities, with the exception of entities authorized by law. Access to your data will be given to persons authorized by the Controller to process them in the performance of their duties.
17. You have the right to access your data and, subject to the law, the right to rectification, erasure, restriction of processing, the right to data portability, the right to object to processing, the right to withdraw consent at any time.
18. You have the right to lodge a complaint to the supervisory authority - the Chairman of the Office for Personal Data Protection, ul.Stawki 2, 00 - 193 Warsaw.
19. Providing personal data is mandatory under the law, otherwise it is voluntary.
20. Your personal data will not be processed by automated means and will not be subject to profiling.



HR EXCELLENCE IN RESEARCH



Date:

**INFORMATION ON THE RESULT OF THE COMPETITION**

COMPETITION REFERENCE NUMBER	
FACULTY	
POST	

As a result of the proceedings in the competition conducted for the above mentioned post, following a secret ballot vote, the competition committee has chosen Mr./Ms./Mrs .....

The candidate has fulfilled the requirements of the competition.

Justification (formulated by the competition committee):

.....  
.....  
.....  
.....  
.....

.....  
(First and last name of the chairperson of the competition committee)



HR EXCELLENCE IN RESEARCH



Date:

**INFORMATION ON THE RESULT OF THE COMPETITION**

(for candidates)

COMPETITION REFERENCE NUMBER	
FACULTY	
POSITION	

NAME OF THE CANDIDATE	
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Let me inform you that as a result of the competitive procedure and following a secret ballot vote, the competition committee has chosen you to be employed in the above mentioned position.

Justification:

Strengths of your candidacy:

- .....
- .....

Weaknesses of your candidacy:

- .....
- .....

The documents submitted for the competition will constitute an attachment to the application for employment presented to the Rector of AMU for final approval.

.....

(Legible signature of the chairperson of the competition committee)



HR EXCELLENCE IN RESEARCH



Date:

**INFORMATION ON THE RESULT OF THE COMPETITION**

(for candidates)

COMPETITION REFERENCE NUMBER	
DEPARTMENT	
POSITION	

NAME OF THE CANDIDATE	
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Let me inform you that as a result of the competition procedure and following a secret ballot vote, the competition committee has decided not to support your application for the above mentioned post.

Justification:

Strengths of your candidacy:

- .....
- .....

Weaknesses of your candidacy:

- .....
- .....

Along with this notice, we are returning your documents submitted for the competition.

.....

(Legible signature of the chairperson of the competition committee)

Mapping of scientific disciplines (research fields) in Euraxess

Dyscyplina PL	mapa Euraxess reaserch field 1	mapa Euraxess reaserch field 1 - details	mapa Euraxess reaserch field 2	mapa Euraxess reaserch field 2 - details	mapa Euraxess reaserch field 3	mapa Euraxess reaserch field 3 - details
1 Dziedzina nauk humanistycznych (Humanities)						
archeologia (archaeology)	History	Art history, Church history, contemporary history, economic history, genealogy, heraldry, history of agriculture, history of design, history of law, history of performance, history of philosophy, history of religions, history of science, history of social sciences, local history, medieval history, modern history, music history, numismatics, other, paleography, political history, prehistory, sigillography, social history				
filozofia (philosophy)	Philosophy	ethic, metaphysics, episemology, other, aesthetics, logic, philosophical antrophology, phenomenology, philosophy of law, philosophy of science, semiotics, systematic philosophy				
historia (history)	History	Art history, Church history, contemporary history, economic history, genealogy, heraldry, history of agriculture, history of design, history of law, history of performance, history of philosophy, history of religions, history of science, history of social sciences, local history, medieval history, modern history, music history, numismatics, other, paleography, political history, prehistory, sigillography, social history				
językoznawstwo (linguistics)	Language sciences	languages, linguistics, other, philology				



literaturoznawstwo (literary studies)	Literature	african literature, American literature, Asian literature, Austronesia literature comparative literature, European literature, Greek literature, Hamito-semitic literature, Literary criticism, other, writing,				
nauki o kulturze i religii (culture and religion studies)	Anthropology	Communication anthropology, Cultural anthropology, Ethnology, Medical anthropology, Other, Physical anthropology, Social anthropology	Cultural studies	African studies, American studies, Ancient studies, Anglo Saxon studies, Arabic studies, Asian studies, Byzantine studies, Coptic studies, Eskimo studies, European studies, Islamic studies, Jewish studies, Middle Ages studies, Middle East studies, Oriental studies, Other, Regional studies, Renaissance studies, Russian studies, Third world studies	Religious sciences	Biblical studies, church studies, comparative religion, Non-Christian religions, Theology, other, pastoral studies
nauki o sztuce (arts studies)	History	Art history, Church history, contemporary history, economic history, genealogy, heraldry, history of agriculture, history of design, history of law, history of performance, history of philosophy, history of religions, history of science, history of social sciences, local history, medieval history, modern history, music history, numismatics, other, paleography, political history, prehistory, sigillography, social history	Arts	Arts management, Fashion studies, Fine arts, Handicrafts, Other, Performing arts, Visual arts		
2 Dziedzina nauk inżyneryjno-technicznych (Engineering and technology)						
architektura i urbanistyka (architecture and urban planning)	Architecture	Design, Landscape architecture, Naval architecture, Other				

<p>automatyka, elektronika i elektrotechnika (automation, electronic and electrical engineering)</p>	<p>Technology</p>	<p>Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remote sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology</p>				
<p>informatyka techniczna i telekomunikacja (information and communication technology)</p>	<p>Computer science</p>	<p>3 D modeling, Autonomic computing, Computer architecture, Computer hardware, Computer systems, Cybernetics, Database management, Digital systems, Informatics, Modelling tools, Other, Programming, Systems design</p>				

inżynieria biomedyczna (biomedical engineering)	Engineering	Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remote sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology				
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<p>inżynieria chemiczna (chemical engineering)</p>	<p>Engineering</p>	<p>Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remonte sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology</p>				
<p>inżynieria lądowa i transport (civil engineering and transport)</p>	<p>Engineering</p>	<p>Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remonte sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology</p>				

<p>inżynieria materiałowa (materials engineering)</p>	<p>Engineering</p>	<p>Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remonte sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology</p>				
<p>inżynieria mechaniczna (mechanical engineering)</p>	<p>Engineering</p>	<p>Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remonte sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology</p>				

inżynieria środowiska, górnictwo i energetyka (environmental engineering, mining and energy)	Engineering	Biotechnology, Chemical technology, Energy technology, Environmental technology, Future technology, Electrical technology, Dating techniques, Communication technology, Computer technology, Construction technology, Graphic techniques, High vacuum technology, Space technology, Standardisation of technologies, Sound technology, Safety technology, production technology, quantum technology, remote sensing, transport technology, vacuum technology, water technology, other, knowledge technology, laboratory technology, marine technology, internet technology, instrumentation technology, materials technology, measurement technology, nanotechnology, nuclear technology, optronics, mining, military technology, medical technology, micro-technology	Environmental science	Other		
3 Dziedzina nauk medycznych i nauk o zdrowiu (Medical and health sciences)						
nauki farmaceutyczne (pharmacology and pharmacy)	Pharmacological sciences	clinical pharmacology, cosmetology, pharmacognosy, pharmacy, toxicology, veterinary pharmacology, other				
nauki medyczne (medical sciences)	Medical sciences	veterinary medicine, medicine, other	Neurosciences	neurology, neurophysiology, neuropsychology, neuroinformatics, neurochemistry, neurobiology, other		
nauki o kulturze fizycznej (physical culture science)	Others					
nauki o zdrowiu (health sciences)	Medical sciences	veterinary medicine, medicine, other	Ethics in health sciences	Other		

4 Dziedzina nauk rolniczych (Agricultural sciences)						
nauki leśne (forestry)	Agricultural Sciences	Agricultural products, Agronomics, Enology, Forest sciences, Other, Phytotechny, Soil science, Temperate agriculture, Tropical agriculture, Zootechnics				
rolnictwo i ogrodnictwo (agriculture and horticulture)	Agricultural Sciences	Agricultural products, Agronomics, Enology, Forest sciences, Other, Phytotechny, Soil science, Temperate agriculture, Tropical agriculture, Zootechnics				
technologia żywności i żywienia (nutrition and food technology)	Agricultural Sciences	Agricultural products, Agronomics, Enology, Forest sciences, Other, Phytotechny, Soil science, Temperate agriculture, Tropical agriculture, Zootechnics				
weterynaria (veterinary science)	Medical sciences	veterinary medicine, medicine, other				
zootechnika i rybactwo (veterinary science)	Agricultural Sciences	Agricultural products, Agronomics, Enology, Forest sciences, Other, Phytotechny, Soil science, Temperate agriculture, Tropical agriculture, Zootechnics				
5 Dziedzina nauk społecznych (Social sciences)						
ekonomia i finanse (economics and finance)	Economics	Administrative sciences, Agricultural economics, Applied economics, Banking, Business economics, Cadastral survey, Commercial economics, Construction economics, Consumer economics, Cyclical economics, Econometrics, Economic policy, Economic systems, Economic theory, Economics of development, Environmental economics, Financial science, Fishery economy, Food economics, Health economics, Home economics, Industrial economics, International economics, Knowledge economy, Labour economics, Labour market economics, Land economy, Local public economic, Macroeconomics Management studies, Marketing, Microeconomics, Other, Political economy, Production economics, Social economics, Tourism studies, Transport economics, Valuation, Veterinary economics				

geografia społeczno-ekonomiczna i gospodarka przestrzenna (social and economic geography and spatial management)	Geography	Cartography, Economic geography, Economic geography, Geopolitics, Human geography, Other, Regional geography, Social geography	Demography	Other		
nauki o bezpieczeństwie (security studie)	Political sciences	science and society, policy studies, public awareness of science, public policy, governance, others				
nauki o komunikacji społecznej i mediach (communication and media studies)	Communication sciences	Audiovisual communication, Business communication, Editing, Graphic communication, Journalism, Media studies, On-line information services, Other, Public relations, Publishing, Science communication, Speech communication	Information science	Archivistics, Diplomats, Documentation, Information management, Library science, other,		
nauki o polityce i administracji (political science and public administration)	Political sciences	science and society, policy studies, public awareness of science, public policy, governance, others				
nauki o zarządzaniu i jakości (management and quality studies)	Management sciences	other				
nauki prawne (law)	Juridical sciences	agrarian law, canon law, comparative law, criminal law, environmental law, european law, finance law, fiscal law, finance law, health law, informatic law, international law, judicial law, juvenile law, labour law, media law, medical law, other, privat law, public law, roman law, social law, transportation law	Criminology	Other		
nauki socjologiczne (sociology)	Sociology	sociology of religion, urban sociology, sociology of labour, sociology of eterprise, social shaping of technology, societal behaviour, socio-economic research, social changes, rural sociology, educational sociology, macrosociology, other	Ethics in social sciences	other		
pedagogika (education)	Educational sciences	Education, Learning studies, Other, Research methodology, Teaching methods				



prawo kanoniczne (canon law)	Juridical sciences	agrarian law, canon law, comparative law, criminal law, environmental law, european law, finance law, fiscal law, finance law, health law, informatic law, international law, judicial law, juvenile law, labour law, media law, medical law, other, privat law, public law, roman law, social law, transportation law				
psychologia (psychology)	Psychological sciences	psychology, psychoanalytic studies, behavioural sciences, cognitive science, other				
6 Dziedzina nauk ścisłych i przyrodniczych (Natural sciences)						
astronomia (astronomy)	Astronomy	Astrophysics, Cosmology, Other				
informatyka (computer and information sciences)	Computer science	3 D modeling, Autonomic computing, Computer architecture, Computer hardware, Computer systems, Cybernetics, Database management, Digital systems, Informatics, Modelling tools, Other, Programming, Systems design				
matematyka (mathematics)	Mathematics	combinatorial analysis, computational mathematics, discrete mathematics, chaos theory, applied mathematics, algebra, geometry, algorithms, mathematical analysis, statistics, probability theory, mathematical logic, number theory, other				
nauki biologiczne (biological sciences)	Biological sciences	Biodiversity, Biological engineering, Biology, Botany, Laboratory animal science, Nutritional sciences, Other, Zoology	Ethics in natural sciences	Other		

nauki chemiczne (chemical sciences)	Chemistry	Analytical chemistry, Applied chemistry, Biochemistry, Combinatorial chemistry, Computational chemistry, Heterogeneous catalysis, Homogeneous catalysis, Inorganic chemistry, Instrumental analysis, Instrumental techniques, Molecular chemistry, Organic chemistry, Other, Physical chemistry, Reaction mechanisms and dynamics, Solar chemistry, Structural chemistry	Ethics in physical sciences	Other		
nauki fizyczne (physical sciences)	Physics	quantum mechanics, relativity, optics, solid state physics, neutron physics, electronics, mathematical physics, mathematical physics, statics, metrology, statistical physics, surface physics, thermodynamics, electromagnetism, condensed matter properties, acoustics, classical mechanics, computational physics, chemical physics, biophysics, applied physics	Ethics in physical sciences	Other		
nauki o Ziemi i środowisku (Earth and related environmental sciences)	Geosciences	geology, hydrology, other	Environmental science	Other		
<b>7 Dziedzina nauk teologicznych nauki teologiczne (Theology)</b>						
nauki teologiczne (theology)	Religious sciences	Biblical studies, church studies, comparative religion, Non-Christian religions, Theology, other, pastoral studies				
<b>8 Dziedzina sztuki (The arts)</b>						
sztuki filmowe i teatralne (film and theatre)	Arts	Arts management, Fashion studies, Fine arts, Handicrafts, Other, Performing arts, Visual arts				
sztuki muzyczne (music)	Arts	Arts management, Fashion studies, Fine arts, Handicrafts, Other, Performing arts, Visual arts				
sztuki plastyczne i konserwacja dzieł sztuki (music)	Arts	Arts management, Fashion studies, Fine arts, Handicrafts, Other, Performing arts, Visual arts				