



# Does Adam Mickiewicz University, Poznań, Poland foster the work of researchers?

As an employer, Adam Mickiewicz University, Poznań, Poland has followed the principles set out by the European Commission in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. European Commission experts will audit the University at the end of 2023 and decide on extending the HR Excellence in Research award.

We have asked a number of people at different stages of their academic careers about their perception of our efforts to create the most conducive environment for the work of researchers in all the four areas defined by the Charter and the Code:

## ETHICAL AND PROFESSIONAL ASPECTS

### RECRUITMENT AND SELECTION

### WORKING CONDITIONS AND SOCIAL SECURITY

### TRAINING AND DEVELOPMENT

## ETHICAL AND PROFESSIONAL ASPECTS



**Dr Habil. Kinga Kamieniarz-Gdula,**  
Assistant professor, Faculty of Biology  
*...internationalisation of research?*

I moved from Oxford to AMU because of the University's leading position in Poland. My applying for an ERC grant showed that it was a smart decision, as the Project Support Centre and the University authorities were very supportive of my needs after I was awarded the grant. I believe one indication of the growing international recognition of AMU is the recent addition of more biological groups from prestigious international abroad, which has significantly increased the research potential and enabled efficient local cooperation.



**Dr Przemysław Pluciński,**  
Assistant professor, Faculty of Sociology  
*...administrative support for researchers?*

At every stage of my research in a project funded by the National Science Centre, from the commencement of operations to the final report, I could count on the assistance of the Project Support Centre. Furthermore, I must mention the involvement of the Centre's staff in the drafting of international applications where AMU is a consortium member. The changes I have experienced over the past decade in terms of support for applying for external funding are considerable and encouraging.



**Dr Agnieszka Rościszewska,**  
Graduate of the Doctoral School  
of the School of Social Sciences  
*...accessibility of open science tools?*

Open scientific communication is becoming a standard worldwide. I am therefore pleased that our University has recognised the need for a change in the approach to sharing the results of scientists' research and has come out in favour of it. The solutions created at AMU will help us meet the requirements set by international journals and thus facilitate the publication preparation process.



**Prof. Dr. Joanna Pawelczyk,**  
University professor, Faculty of English  
*...gender equality?*

Gender Equality Plan is one of the major initiatives within HR Excellence in Research. Equality and tolerance have a powerful impact on the organisation's culture. Thanks to them, we can truly feel part of the institution and – feeling accepted and visible – we work more efficiently. As an academic community we are increasingly aware of and sensitive to respect for diversity and see the need for gender equality in the different bodies of our University.

## RECRUITMENT AND SELECTION



**Prof. Dr. Katarzyna Zawadzka,**  
University professor, Faculty of Psychology  
and Cognitive Science  
*...recruitment for research positions?*

I have an unambiguously favourable opinion of the recruitment process of a researcher at AMU. The employment criteria were communicated to me from the very start. I have particularly fond memories of the interview with the well-prepared and friendly recruitment committee. In addition, I highly appreciate the detailed feedback concerning my application, which I received along with the interview results.

## WORKING CONDITIONS AND SOCIAL SECURITY



**Prof. Dr Habil. Przemysław Niedzielski,**  
Professor, Faculty of Chemistry  
*...remuneration rewarding  
research activities?*

I believe that the introduction of a system of financial incentives linked to the research level is a good solution. Although the detailed terms and conditions of individual competitions and their changing from one competition to another are open to debate, the very idea of rewarding scientists is a good one and the reward system is necessary. It closes a gap where remuneration does not depend on scientific output.



**Dr Venkateswarulu Mangili,**  
Head scholar, Centre for Advanced  
Technologies  
*...work-life balance?*

The childcare system in Poland is very expensive and finding a vacancy is considered a real miracle. However, AMU offers pre-school services to support the work-life balance of its academics. My daughter attends the AMU-run kindergarten, which allows me to work normally until 4.30pm, when I pick her up. In this way, I take care of both my research and my children. This is really a huge comfort.



**Dr Dawid Rogacz,**  
Assistant professor, Faculty of Philosophy  
*...mobility of researchers?*

The opportunities for academic mobility provided by AMU are no different from those offered by leading international universities I cooperate with. They include numerous competitions for co-financing mobility in the Excellence Initiative - Research University (ID-UB) programme, several hundred bilateral agreements with foreign partners (some of which I supervise as a faculty ERASMUS coordinator). Last but not least, I must mention the professional service provided by the AMU Project Support Centre.



**Prof. Dr Habil. Jakub Dalibor Rybka,**  
University professor,  
Centre for Advanced Technologies  
*...research infrastructure?*

From the point of view of a biotechnologist, the complementarity and quality of the equipment in the various AMU units is particularly noteworthy (my team uses the equipment of the Centre for Advanced Technologies, Faculty of Biology, Faculty of Chemistry, and NanoBioMedical Centre). The possibility of cross-unit use of sophisticated apparatus

enables advanced research without the need for individual research teams to make separate purchases.



**Dr Monika Makrocka-Rydzik,**  
Senior lecturer, Faculty of Physics  
*...accessibility for persons  
with disabilities?*

As a representative of this group, I appreciate the working conditions offered by AMU as they enable people with various disabilities to participate in the teaching process and in research. Our authorities' care is reflected in the activities of the AMU units dedicated to foster accessibility for people with special needs and to disseminate knowledge on broadly defined disability topics.

## TRAINING AND DEVELOPMENT



**Ms. Izabela Sobczak, PhD student,**  
Doctoral School of the School  
of Languages and Literatures  
*...mentors' care of young  
researchers?*

The guidance of the Doctoral School, cooperation with the relevant working environment, and above all direct assistance of the supervisor have helped me to successfully reconcile my publishing activities, class participation, and the ever-important teaching practice. I have been shown the right paths to internationalise my research and advised on travel grants from programmes offered by the Polish National Agency for Academic Exchange or the University of Tomorrow.



**Fr. Prof. Dr Habil. Paweł Wygralak,**  
University professor,  
Faculty of Theology  
*...training to improve  
communication  
and management skills?*

I consider the AMU's training courses as highly important and necessary. They help to better understand the behaviour and attitudes of co-workers, which fosters the building of mutual relations, facilitates a creative and friendly atmosphere at work, and helps to support the development and activation of employees.

**Responses collected by**  
**Katarzyna Linke**

Director, Human Resources Centre