

Action plan for 2020 -2022 (new, in progres and extended actions):

No.	Proposed actions	Status	GAP Principle(s)	Timing	Responsible Unit	Indicator(s)/Target(s)	Remarks
1.	Dissemination of information on the project execution rules in the programme Horizon 2020 based on the grant agreement.	EXTENDED	4. Professional attitude	31.12.2020	Rector o CUT	Information letters	
2.	Updating or preparation of strategies of the University Faculties and Institutes.	IN PROGRESS	4. Professional attitude		Deans of Faculties	Elaborated Strategies of lack falulites.	We are waiting for actual research strategies from faculties: Architecture, Electrical and Computer Science, Civil Engineering, Materials Engineering and Physics, Chemical Engineering and Technology
3	Taking action to create a formal procedure for reporting cases of discrimination at work by the employees.	EXTENDED	10. Non discrimination		Organisational Department	Preparing internal procedure	
4	Taking actions to appoint a spokesperson representing the interests of the	EXTENDED	34. Complains/ appeals		Vice-Rector for Research	The filling in the position	Since 1 st march of 2020 the position of a Mediator has been performer by Beata Janik E-

	researchers, from among the currently employed University academics, who have research experience.						mail:beata.janik@pk.edu.pl Concultaions: Tuesdays: 8.00-12.00 Thursdays: 10.30-14.30
5	Creation a new English-language website dedicated to the HR Excellence in Research award and the issues from C&C.	NEW	12. Recruitment 29. Value of mobility	01.06.2022	CTT PK	the creation of this website	
6	Translating strategic documents of CUT, which relate to and facilitate the daily work of the researchers, into English	NEW	10. Non discrimination 24. Working conditions	01.02.2023	Scientific research department	the number of the documents translated	
7	Increasing the involvement of the research workers in the implementation of the action plan by creating a steering group, which will include representatives of the scientists.	NEW	35. Participation in decision-making bodies	02.12.2020	Vice-Rector for Research	the number of organised meetings of such a steering group.	All researchers interested in acting in steering group are invited to contact: markiewicz@transfer.edu.pl

8	Creating an Open, Transparent and Substantive Recruitment Policy for Researchers.	NEW	12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) 16. Judging merit (Code) 17. Variations in the chronological order of CVs (Code) 18. Recognition of mobility experience (Code) Organisational Department The development of the Policy 44 Proposed ACTIONS 19. Recognition of qualifications (Code) 20. Seniority (Code)	2021	Organisational Department	The development of the Policy	
9	Updating the development strategy of CUT	NEW	4. Professional attitude	31.12.2020	Vice-Rector for Research	The updated document	

10	Introduction of the general equality plan, developed under the European project "Gender Equality in Engineering through Communication and Commitment"	NEW	27. Gender balance	30.04.2021	Team of the project "Gender Equality in Engineering through Communication and Commitment"	The general equality plan	
11	Implementation of trips abroad of the employees of CUT to establish foreign cooperation and preparation of a project from framework programmes.	NEW	38. Continuing Professional Development	31.09.2023	CTT PK	15 trips	The action will be realised in the frame of "PROGRAMMING EXCELLENCE - PK XXI 2.0. The Cracow University of Technology Development Programme for the years 2018-2022 - POWER II

Our constant actions:

No.	Proposed actions	Status	GAP Principle(s)	Timing	Responsible Unit	Indicator(s)/Target(s)	Remarks
1	Dissemination of strategies of the University Faculties and Institutes among the employees.	IN PROGRESS	4. Professional attitude	Constant	Deans of Faculties, respective units directors	internal meetings on the Faculties, strategy publication on the Faculties websites	

2	Organization of training courses on raising external funds for research in relation to the prepared strategies.	IN PROGRESS	4. Professional attitude	Constant	CTT PK	trainings for researchers	
3	Dissemination of the knowledge on Open Access.	IN PROGRESS	8. Dissemination, exploitation of results	Constant	Information Service Department of the CUT Library	Courses on Open Access on the elearning platform; Open Access week; information on Open Access in the library service of Cracow University of Technology http://www.biblos.pk.edu.pl/platforma-suw/open-access ; promotion of Open Access during the Nationwide Library Week; issuing promotional materials on Open Access;	
4	Searching for the financing sources for the expansion of the repository (the project "European technical heritage – the dissemination of historical and contemporary publications in the field of technical sciences in the innovative IT environment").	IN PROGRESS	8. Dissemination, exploitation of results	Constant	Information Service Department of the CUT Library		Now the Library monitors available financial sources for the expansion of the repository. If an adequate financial programme is found the Library will apply for funding. Now The CUT develops the repository from

							own financial sources.
5	Expanding the bibliography base of the University employees.	IN PROGRESS	8. Dissemination, exploitation of results	Constant action	Information Service Department of the CUT Library	The CUT Library runs the Repository and actively promotes publishing in open access among the academic community.	
6	Promotion of the activity of Technology Transfer Center of the Cracow University of Technology and of INTECH PK Sp. z o.o., the SPV of the Cracow University of Technology.	IN PROGRESS	9. Public engagement	constant action	CTT PK	Innovation Incubator” project.	
7	Organisation of regular seminars in organizational units of Cracow University of Technology, during which the progress in the field of research will be presented, as well as the projects being prepared, implemented with regard to the project strategy.	IN PROGRESS	37. Supervision and managerial duties	Constant action	Deans of Faculties, respective units directors;	Organisation of seminars	
8	Support for the travel of the researchers of CUT, combined with the research strategy of individual	IN PROGRESS	38. Continuing Professional Development	Constant action	Deans of Faculties	researchers mobility	A special fund has been prepared under the national POWER II (see

	Institutes/Faculties.						new action no. 11
9	Information about the possibility to increase the number of hours devoted to research at the expense of the teaching time (reduction in the number of teaching hours).	IN PROGRESS	38. Continuing Professional Development	Constant action	Organisational Department	publication of announcement on Information Service for CUT employees ("SIP").	The Human Resources Department informs employees personally about these possibilities.
10	Active search for the funds to purchase specialist scientific equipment.	IN PROGRESS	23. Research environment	Constant action	The Structural Funds department supports	Infrastructures projets	The Structural Funds department supports the researchers in obtaining funds for the development of research infrastructure from domestic funds.
11	Taking measures to strengthen the existing mechanisms of searching for funds to purchase specialist scientific equipment.	IN PROGRESS	23. Research environment	Constant action	CTT PK	open calls for financing equipment monitoring	
12	Popularisation of a possibility to combine	IN PROGRESS	24. Working conditions	Constant action	Human Resources	Information Service for CUT employees ("SIP")	

	child rearing with parttime work (according to the Labour Code), which minimizes the long break in scientific careers.				Department	and HR Service.	
13	Popularisation of a possibility to be awarded an incentive bonus for additional activities among the academic staff, as well as other financial benefits that the employee can obtain.	IN PROGRESS	26. Funding and salaries	Constant action	Deans of Faculties	Faculty/ Institute internal meetings.	
14	Taking action to improve human resources policy, in accordance with the applicable national regulations.	IN PROGRESS	28. Career development	Constant action	Human Resources Department	New regulations at the CUT (Statute) emphasize the importance of the scientific quality of CUT employees and indicate the need for constant improvement of the competence of CUT employees.	
15	Promotion of the international mobility among the academic staff, as a necessary stage in scientific careers.	IN PROGRESS	29. Value of mobility	Constant action	CTT PK	Mobility promotion, trainings.	International mobility as part of the activities carried out by the Regional Contact Point for EU Research Programmes and the Euraxess Centre at our

							university.
16	Promotion of the procedure of mobility.	IN PROGRESS	29. Value of mobility	Constant action	CTT PK	CUT has a special procedure of mobility, which enhances employees to be more open for foreign researchers. The Regional Contact Point for EU Research Programmes constantly promotes this procedure among CUT scientists. Additionally, RCP organised the training aimed at applying for grants, which allow to employ foreign researchers	CTT PK is going to make some modification of this procedur. The Host offers will be implemented.
17	Participation of Cracow University of Technology in career fairs.	IN PROGRESS	39. Access to research training and continuous development	Constant action	Careers Service CUT	Organization/participating in career fairs;	
18	Promotion of the University among businesses and potential employers.	IN PROGRESS	39. Access to research training and continuous development	Constant action	CTT PK	Innovation Incubator and Science to Business projects.	Promotion and actualisation of the database "Science to Bussiness"
19	Promotion of good practice in job search – e.g. writing about success	IN PROGRESS	30. Access to career advice	Constant action	Careers Service CUT	Providing database for job offers in research	Career Office, offers professional consultations in increasing competitiveness on the labour market for students,

							graduates and employees of CUT, supplemented with trainings
20	Promoting the concept of publications prepared with the participation of representatives of external entities.	IN PROGRESS	32. Coauthorship	Constant action	CTT PK	Trainings for researchers	
21	Stimulation of the awareness of the value of independent scientific publications of young researchers, as a prerequisite to apply for grants.	IN PROGRESS	32 Co-authorship	Constant action	Deans of Faculty/	Faculties internal meetings.	
22	Popularisation of a possibility to be awarded an incentive bonus for additional activities among the academic staff, as well as other financial benefits that the employee can obtain.	IN PROGRESS	32. Coauthorship	Constant action	Deans of Faculties	Faculty/ Institute internal meetings.	
23	Information regarding grants facilitating returning to a research career and grants dedicated to the researchers at the	IN PROGRESS	13. Recruitment (Code)	Constant action	CTT PK	Trainings; publishing information regarding grants on CTT website.	The Regional Contact Point for EU Research Programmes at the CUT

	beginning of their careers.						
24	Introduction of the obligation to notify the applicant of the reasons why they were not employed.	IN PROGRESS	15. Transparency (Code)	Constant action	Human Resources Department	Amended selection board proceedings.	The obligation of notification all the applicants that were not employed shall be governed in the OTM-R Policy which will be adapted according to the new action no. 8
25	Applying wide range of evaluation criteria for the vacant positions.	IN PROGRESS	16. Judging merit (Code)	Constant action	Human Resources Department	Amended proceedings.	The OTMR policy that is going to be adopted shall list evaluation criteria that should be applied.(new action no. 8).