

Action plan 4Q 2026 – 4Q 2029

No.	Principle (from the European Charter for Researchers)	Action	Completion deadline	Responsible unit	Indicator(s)
1.	Dissemination and Exploitation of Results; Public engagement	Researchers' Night – the "Research4Resilience" project: 2026: Final event: Lecture "From fake news to a wave of illness: how disinformation is harming our health". 2027: Final event: Quiz game about AI usage in medicine with gadget prices.	Q4 2026 Q4 2027	Research Projects Department, Promotion Section	Organisation of two final events open to the public
2.	Dissemination and Exploitation of Results; Public engagement	Researchers' Night, training sessions as part of "Research4Resilience"	Q4 2026 Q1 2026	Research Projects Department, in cooperation with the Experyment Science Centre	Number of MUG researchers trained (2 stationary workshop trainings on "Creating scenarios for popular science activities with children")
3.	Supervision and Mentoring; Valuing Diverse Research Careers	Providing a comprehensive and accurate overview of the University's doctoral researcher population by extending the scope of data collection to include individuals pursuing a doctorate outside the formal structure of the Doctoral School (e.g. through an external mode of study or while combining research with professional employment).	Annual collection of data disaggregated by gender Report – Q4 2029	First Doctoral School at MUG	Number of doctoral researchers identified outside the Doctoral School, Percentage of this group in the total doctoral researcher population, Preparation of a report
4.	Sustainability of Research	Preparation and publication of a Sustainability Report covering the following areas: research and projects,	Q4 2029	Promotion Section	Preparation and publication of the report

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		2. public engagement and partnerships, 3. education and student activities, 4. the University's internal operations			
5.	Working Conditions, Funding and Salaries	Activities of the Rector's Representative for Wellbeing	Ongoing	Prof. Magdalena Błazek	Ongoing activities of the Rector's Representative
6.	Ethics and Research Integrity; Open Science	Updating the Polish Medical Platform Open Access Policy and the accompanying Regulations, which together constitute the University's institutional open access policy	Q4 2028	Main Library	Strengthening the role of the repository for open publications and data in the University's research activities, Provisions promoting the green open access route, Establishing transparent rules for the use of open access, Establishing transparent rules for the use of the open repository by both users and depositors, One of the steps towards repository certification.
7.	Ethics and Research Integrity; Open Science	Organisation of Open Access Week as part of an international initiative	Q4 2027	Main Library	Raising awareness of the role of open science in researchers' work (number of participants, email communications), Improved knowledge of copyright and open licences (pre- and post-event surveys)
8.	Valuing Diverse Research Careers; Free	Launch of the "Visiting Professors" Programme	Q4 2026	Office for University Internationalisation	Publication of the Regulations and Rector's Order governing the Visiting Professors Programme

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	Circulation of Researchers				
9.	Free Circulation of Researchers	Continuation of the programmes established under the IDUB Programme: “Research Travel Grants”, “Incoming Travel Grants”	Q4 2026	IDUB Programme Support Department	Number of staff members undertaking research visits, Number of researchers visiting the University under the “Incoming Travel Grants” Programme
10.	Free Circulation of Researchers; Research Environment	Supporting the integration of young visiting researchers into the GUMed research environment	Ongoing activity	Office for University Internationalisation	Number of visiting researchers/doctoral students granted Young Visiting Researchers status, enabling access to research infrastructure and facilitating their effective participation in research activities at GUMed
11.	Professional Attitude; Supervision and Mentoring	Establishment of the MUG Rector’s International Advisory Board	1Q 2027	Office for Science	Adoption of the legal instrument establishing the Board and defining its operating procedures within the University
12.	Dissemination and Exploitation of Results; Intellectual assets, including intellectual property rights	Creation of a University-wide repository of projects, initiatives and research competences	Q4 2029	Office for Science	Establishment of the repository and development of rules governing its use
13.	Continuous Professional Development	Soft-skills training for members of the academic community as part of the “Support for European Universities” project	4Q 2026	ACE2-EU Alliance Office	Number of staff members trained
14.	Working Conditions, Funding and Salaries	Onboarding for new employees: Onboarding training for new	Ongoing activity	Human Resources Department	Number of staff members trained

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		employees covering key information about the University and the principal policies and procedures relating to human resources, social benefits, employee rights and the prevention of workplace bullying			Percentage of new employees who have completed the training since the programme was launched
15.	Working conditions, Funding and Salaries; Gender Equality	Creation of a visually appealing and user-friendly Extranet page containing key information on employee social benefits	Q2 2027	Human Resources Department	New Extranet page on employee social benefits
16.	Working conditions, Funding and Salaries; Supervision and Mentoring	Preparation and implementation of a new Policy on Preventing Workplace Bullying and Other Inappropriate Conduct	Q3 2027	Human Resources Department	Policy on Preventing Workplace Bullying and Other Inappropriate Conduct implemented
17.	Working Conditions, Funding and Salaries	Job evaluation and job descriptions for non-academic staff (NNA): analysis and preparation of job descriptions, evaluation of the positions, and preparation of proposals for a new pay structure and competence model, in accordance with Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023.	Q4 2027	Human Resources Department	Structured job descriptions and accompanying competence profiles developed, Job evaluation models developed
18.	Working Conditions, Funding and Salaries	Job evaluation and job descriptions for academic staff (NA): analysis and preparation of job descriptions, evaluation of the positions, and preparation of proposals for a new pay structure and competence model, in accordance with Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023.	Q4 2029	Human Resources Department	Structured job descriptions and accompanying competence profiles developed, Job evaluation models developed

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19.	Supervision and Mentoring	Updating the procedure for evaluating heads of academic units to incorporate employee feedback	Q1 2027	Human Resources Department	Updated procedure developed and implemented, Analysis of the results obtained from the heads of units/units under evaluation
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